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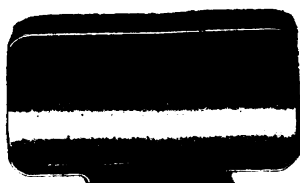
PROCEEDINGS OF THE
TWENTY-FIFTH ANNUAL
CONVENTION

of the

International **A**ss'n
of
Factory **I**nspectors



LINCOLN, NEBRASKA
SEPTEMBER 18th, 19th, 20th and 21st
1911



Twenty-Fifth Annual
Convention

OF THE

International Association of
Factory Inspectors

HELD AT

Lincoln, Nebraska

September 18-21
1911

OFFICERS ELECTED 1911-12

President.....EDGAR T. DAVIES, Chicago, Illinois
First Vice-President.....J. J. WALSH, Indianapolis, Indiana
Second Vice-President.....HENRY A. CLARK, Toronto, Ontario
Third Vice-President.....J. W. SMITH, Detroit, Michigan
Fourth Vice-PresidentW. J. RIBBLE, Des Moines, Iowa
Secretary-Treasurer.....W. W. WILLIAMS, St. Louis, Missouri



SKINNER & KENNEDY ST. LOUIS

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EDGAR T. DAVIES, of Chicago, Illinois
Elected President of the International Association of Factory Inspectors
at Lincoln, Nebraska
September, 1911

**SINCE ITS ORGANIZATION THE ASSOCIATION HAS HELD
THE FOLLOWING CONVENTIONS AT THE
PLACES AND DATES GIVEN**

First—Held at Philadelphia, Pa., June 8, 9, 1887.
Second—Held at Boston, Mass., August 8, 9, 10, 1888.
Third—Held at Trenton, N. J., August 6, 7, 8, 9, 1889.
Fourth—Held at New York, August 27, 28, 29, 30, 1890.
Fifth—Held at Cleveland, Ohio, August 11, 12, 13, 14, 1891.
Sixth—Held at Hartford, Conn., September 6, 7, 8, 1892.
Seventh—Held at Chicago, Ill., September 19, 20, 21, 22, 1893.
Eighth—Held at Philadelphia, Pa., September 25, 26, 27, 1894.
Ninth—Held at Providence, R. I., September 3, 4, 5, 1895.
Tenth—Held at Toronto, Ontario, Canada, September 1, 2, 3, 4, 1896.
Eleventh—Held at Detroit, Mich., August 31, Sept. 1, 2, 3, 1897.
Twelfth—Held at Boston, Mass., September 5, 6, 7, 8, 1898.
Thirteenth—Held at Quebec City, Canada, August 29, 30, 31, 1899.
Fourteenth—Held at Indianapolis, Ind., October 3, 4, 5, 1900.
Fifteenth—Held at Niagara Falls, N. Y., September 24, 25, 1901.
Sixteenth—Held at Charleston, S. C., December 9, 10, 11, 1902.
Seventeenth—Held at Montreal, Canada, August 25, 26, 27, 1903.
Eighteenth—Held at St. Louis, Mo., September 21, 22, 23, 1904.
Nineteenth—Held at Detroit, Mich., August 15, 16, 17, 1905.
Twentieth—Held at Columbus, Ohio, June 19, 20, 21, 1906.
Twenty-first—Held at Hartford, Conn., June 4, 5, 6, 1907.
Twenty-second—Held at Toronto, Ontario, Canada, June 23, 24, 25, 26, 1908.
Twenty-third—Held at Rochester, N. Y., June 15, 16, 17, 18, 1909.
Twenty-fourth—Held at Hendersonville, N. C., and Columbia, S. C., August 23, 24, 25, 1910.
Twenty-fifth—Held at Lincoln, Neb., September 18, 19, 20, 21, 1911.

A list of papers read at the annual Conventions of this Association, giving their title and author, and date when read may be found in the 1910 Proceedings.

(A full reference to these papers and the discussions thereon may be found in the annual reports for the years named. Secretary).

Our Next Convention
WILL BE HELD AT
WASHINGTON, D. C.
June 4th to 8th, 1912



HON. HENRY DORN, Columbus, Ohio.

HON. HENRY DORN

Hon. Henry Dorn, Columbus, Ohio, was the founder of the International Association of Factory Inspectors. By his efforts the first Convention of the International Association of Factory Inspectors was held at Philadelphia, Pa., on June 8-9th, 1887, Mr. Dorn being the first presiding officer, and was subsequently elected Secretary-Treasurer. Three years later he was elected an honorary member for life. Died December 7, 1911.

The Honorable Henry Dorn, first Factory Inspector of Ohio and first President of the International Association of Factory Inspectors, passed away at his home on Reinhart Ave., Columbus, Ohio, December 6, 1911, at the age of sixty-eight years.

Mr. Dorn was well and favorably known by all the members of our Association, who recognized his sterling worth and appreciated the intense interest he had always shown in the success of the work and our organization, and it is only fitting that we should at this time express our deep sorrow and regret in the severe loss that the Association has sustained in his death, and to acknowledge his unselfish labor, his untiring and unceasing efforts in behalf of the Association and the cause of labor generally, and to express our sincere appreciation of the grand service he has rendered to both in the course of a well spent life.

He had not only always manifested the deepest interest in the work of factory inspection, but was always ready and willing to lend his assistance and advice in all things that concerned the Association and its members, and for the good and welfare of the cause.

Mr. Dorn's career has been an eventful and fruitful one, which, I am sure, will be interesting to every member of the Association.

He was born in Frankfort-on-the-Main, Germany, February 16, 1843, and began life as a pupil in the public schools which he attended until he was fourteen years of age. His next movement was the study of machinery, serving as an apprentice from 1857 to 1862. During this time he entered the night college of his native city and took up the subject of draughting, which he readily mastered by reason of a natural aptitude for that difficult and important science.

Mr. Dorn was next heard from in Paris, France, where he found employment in the Northern Railroad Company, which then employed three thousand men. For the next four years his time was spent in the shops and the drawing rooms. After leaving this Company he found employment with other Companies on stationary engines, tools, telegraph instruments and in other branches of mechanism. In this manner he became a master of mechanical engineering, and by attending night college, this with his fine knowledge of the French language well fitted him for the triumph and successes that came to him later in life.

In 1869 Mr. Dorn came to America and found work at his trade with Wm. Sellers & Co., of Philadelphia, one of the finest machine shops of the country. He next found a field for his varied talents by establishing a cigar factory, but disliking this, entered the service of Henry Disston & Co., the famous saw factory people of Philadelphia, working on an invention for large circular saws.

Mr. Dorn was next heard from in Cleveland, Ohio, where he accepted a position with the Lake Shore and Michigan Southern Railroad, where he remained for six years, leaving that service to take a position with the American Telegraph Supply Co., building for Col. Brush the first electric light. Mr. Dorn was next heard of as superintendent of the Cleveland Superior Street Viaduct, one of the finest structures of the kind in the world, and subsequently found employment in the Civil Engineer's Department of Cleveland, laying the first block pavement in some of the streets of that city. During his employment with the H. P. Wire Nail Co., of Cleveland, Ohio, in the early part of 1881, he received injuries through the carelessness of the general manager, which rendered him a partial paralytic on his right side for nearly three years.

In all his varied career Mr. Dorn had never taken any part in politics or accepted public station, but during the administration of Gov. Hoadly, beginning in 1884, and at the urgent request of the Cleveland Trades Assembly, his home at that time, he was made the first Chief Inspector of Workshops and Factories in Ohio.

In this position Mr. Dorn succeeded in getting on the statute books many wise and beneficent laws, and succeeded in giving the office not only a state but a national reputation. In 1888 he brought to light and exposed a most iniquitous scheme to enrich the proprietors of the various glass works of the State who were making a dumping ground of Ohio for the homeless and outcast children of New York. At one time over sixty of these children under twelve years of age were brought to the State to work in these establishments, the first six months for their board, and the last six months at the rate of one dollar a week and board. He appealed to the legislature against this iniquity, and appealed to labor throughout the State, to assist in inducing the legislature to pass laws prohibiting this practice, and eventually succeeded in having laws enacted that formed the basis of the present statutes protecting child labor, and incidentally laying the foundation for compulsory education in the State of Ohio.

Mr. Dorn had always been recognized as one of labor's most intelligent and ablest champions, and was for fourteen years the President of the Cleveland Machinists' and Blacksmiths' Union, Secretary of the Executive Board of the Mechanical Engineers of North America, and later their President.

In 1872 and '74 he represented the United Labor Unions of Cleveland in the Industrial Congress of the United States. He was one of the founders of the Cleveland Trades and Labor Assembly, and Vice-President of that organization. He joined the Knights of Labor in 1880.

He took a conspicuous part in the labor trouble of 1877, and to his wise counsel and intelligent effort the City of Cleveland was spared the horrors that overtook the city of Pittsburg, Pa., for which he received great credit from citizens and officials for his manly acts in preserving law and order.

During the great coal strikes in 1884, Mr. Dorn was sent by Governor Hoadly into the coal regions to make a complete investigation of the existing conditions. He returned in a short time with a true and comprehensive report of the conditions, which report is said to have been responsible for the Governor's refusal to send troops into these mining districts.

After being relieved of his duties as Factory Inspector of Ohio, and having decided to make Columbus his home, in which city he was very popular, Mr. Dorn was prevailed upon to take a more active part in politics than he had taken in former years, and at the solicitation of his friends and admirers, in 1890 became a candidate for water works trustee, to which office he was elected by over thirteen hundred majority, but the Heffner ripper act deprived him of the just fruits of his victory, and the people of their choice.

In 1897 he made a gallant but unsuccessful canvas for the Mayoralty nomination, notwithstanding the fact that he carried every ward in the south end where he lived and was best known. In later years Mr. Dorn was employed in the City Engineering Department of Columbus, for a period of three or four years, during which time he superintended the construction of a sewage disposal plant then being erected in this city.

Mr. Dorn's activity and efforts in the International Association of Factory Inspectors is probably well known to every member of the Association.

In the year of 1886 Mr. Dorn taking a deep interest in the work of factory inspection, he concluded that much could be accomplished by forming an Association of State Factory Inspectors, with a view to getting them together for the purpose of exchanging views, ideas and experiences in the work, which he felt would be beneficial to all, and he therefore made an appeal to all offices of that kind in the United States, and by untiring efforts succeeded, after many months of correspondence, in organizing the First National Convention of State Factory Inspectors ever held in this country

in the city of Philadelphia, Pa., June 8th and 9, 1887. Mr. Dorn after delivering the opening address to that Convention, had the honor of being its first presiding officer. At the close of the Convention he was elected permanent Secretary and Treasurer, and three years later was elected an honorary member of the Association, and had all through these years and up to the time of his death been a zealous, conscientious and faithful worker for the Association, attending all of the Conventions and taking an active part up until a few years ago when sickness and disability overtook him, which finally resulted in his death on December 6th last year.

Mr. Dorn possessed a congenial nature and lovable character, and his friendship was esteemed by all who had the pleasure of forming his personal acquaintance.

He was a man of exemplary habits, sterling character, superior intelligence, and devoted to his home and family. He was married in 1871 to Miss Emily Dorn. Two sons and two daughters came of this union, all of whom are left to revere his memory and to look back at his past life with a source of pride and admiration on the things that he has accomplished and the service that he has rendered to his country and to mankind generally.

Recollection of Mr. Dorn and his devotion to the Association and its work will ever live in the memory of all those who knew him, and his record will stand out as a living example of what thrift, energy, ambition and intelligence can accomplish, and his life, his name, and the work that he has done for the Association will remain fresh in the history of this Association when other pages of its history will be forgotten.

PREAMBLE

In view of the fact that there exist in several States and Canada departments of Inspection of Factories, Workshops and Public Buildings, and as an Association has been organized under the name of "International Association of Factory Inspectors," the following Constitution and By-Laws are for the government of the Association:—

CONSTITUTION

Section 1. This Association shall be known by the name of the International Association of Factory Inspectors.

Section 2. The officers shall consist of a president, four vice-presidents and a secretary-treasurer.

Section 3. The officers shall be elected by ballot at the annual meeting of the Association and with the exception of the secretary-treasurer shall hold office until their successors are elected. The secretary-treasurer shall hold office for one year from the first day of January following his election, provided that the term of office of the secretary-treasurer elected at the annual meeting of the Association in 1907, shall expire with the 31st day of December, 1908. If a vacancy shall occur in the office of the secretary-treasurer, it shall be filled by the president.

Section 4. The president shall preside at meetings of the Association and when he is absent a vice-president shall act in his place.

Section 5. The secretary shall keep a correct account of the proceedings of the Association and such transaction as may be deemed necessary, and shall also act as treasurer of the organization. He shall keep an itemized account of all moneys received and disbursed by him during the year, and shall present his report in writing to the convention and for such services shall receive annually the sum of \$25.00. He shall compile the minutes of the proceedings of the annual convention at which he officiates and have the same printed and distributed previous to December 31st. *He shall be authorized to supply the printed proceedings of the Association to such persons as desire them at a rate determined by the president and secretary, and shall be authorized to distribute free of charge such number of reports as will in his judgment promote the welfare of the Association.* He shall, at the expiration of his term of office, after rendering an account of his financial transactions to and approved by the president, turn over to his successor all books, papers, documents, moneys, or other property of the Association in his hands.

Section 6. Each department shall be assessed such amount annually as may be determined upon at the annual meeting of the Association, which assessment shall be due and payable to the secretary-treasurer on or before December 1st following the annual convention.

Section 7. *The membership of the Association shall consist of active and honorary members. Active members shall be Inspectors and other bona fide officers of the various departments of factory inspection, and such persons of other departments whose duties are the inspection of factories, public buildings and workshops. Honorary members shall consist of those retiring from the active work of inspection who have been active members of the Association.*

Section 8. *Any active member of the Association shall be eligible to office, and have the right to vote on all matters before the Association, providing such person is present at the annual meeting. Honorary members shall be entitled to all privileges except the right to vote or hold office.*

Section 9. The president, secretary-treasurer and a third person selected by the president and secretary-treasurer, shall be a committee on programme for the annual convention.

Section 10. The president shall, at the opening of the first session of the convention of each year, appoint two committees, as follows: An auditing committee of three members, and a committee on resolutions of not less than three members. The auditing committee shall examine the books, papers, vouchers, receipts, etc., of the secretary-treasurer, and shall report thereon, in writing, to the convention. At the beginning of each convention, the chief of each delegation present shall furnish the committee on resolutions with a copy of all factory laws enacted by the different States during the preceding year, and of all bills of similar import pending legislation, the same to be arranged by the committee in such order as their provisions shall designate, and thus be reported to the convention, with such remarks and suggestions as the committee may deem necessary.

Section 11. Order of business shall be: Roll call of officers and delegates; reading of minutes; reports of committees; unfinished business; new business; election of officers.

Section 12. *The annual convention of this Association shall be held between June 15th and October 15th of each year, the date to be fixed by the president, secretary-treasurer and host of the convention.*

Section 13. This constitution shall not be altered or amended unless by a majority vote of the convention. The deliberations of the convention shall be governed by Cushing's Manual.

BY-LAWS

1. Reports from the several departments on departmental work and new legislation shall be in writing, and shall not exceed fifteen hundred words, such reports not to be subject to discussion, except by consent of the convention.

2. Formal papers and set addresses in any case shall not exceed thirty minutes in their delivery, except by extension of time on motion.

3. Not more than one-half hour shall be allowed for the discussion of any paper or set address, and no person shall speak more than once, nor for a longer time than five minutes in said discussion, except by consent of the convention.

4. These By-Laws shall not be altered or amended, except by majority vote of the convention.



CAPITOL BUILDING, WASHINGTON, D. C.

WASHINGTON

Of course you are interested in the National Capitol of the United States, possibly it has been your good fortune to have visited there and it is also possible you were so impressed with its historic grandeur that you are desirous of again viewing the many wonderful and interesting features offered by no other city in the United States. Perhaps Fate never placed in your way an opportunity to view the capitol of your Country; possibly it isn't yours and you are anxious to know just how we do things in this old U. S. A. In that event you are doubly welcome, and in either event you will be interested I am sure in knowing what a visit to Washington holds in store for you.

Do you know that it has a population of over three hundred and thirty-one thousand; a hundred educational establishments, the finest Union Station in the world, a twenty-one foot channel of tide water with quick access to the Atlantic Ocean? One of the greatest park systems in the country, totaling three and one half thousand acres; nearly five hundred miles of streets, one of the greatest Masonic temples in the world, a municipal building of marble costing two millions of dollars, the Carnegie Institute of Science, the Library of Congress, the National Museum, the United States Geological Survey, the Smithsonian Institute, the Naval Observatory, the Patent Office, the State, War, Navy, Treasury, Post Office, Interior, Agriculture and Commerce and Labor Departments. Government factories, such as the Bureau of Engraving and Printing. The Government printing office, Navy Yard and Arsenal, with plants valued at twenty-five million and consuming annually supplies valued at four millions of dollars. The seat of Government in which half the year your Senators, Representatives and President resides. The United States Government Aviation field only a fifteen minute ride from the city. The tallest one-story building in the world, five hundred and sixty-five feet in height, better known as the Washington Monument.

Do you know that many distinguished men from this and every foreign land and clime, together with their families, are familiar figures of an afternoon as they shop among old established houses, many of them as old as the

Capitol itself, which boast of having had as customers every President of the United States, besides many other famous statesmen and diplomats whose names have long since passed into history?

Do you know that in the immediate vicinity accessible by trolley are some of the most historic and memorable spots in this glorious country? Notably among them Mt. Vernon, Arlington Cemetery, and Alexandria, Va., at the latter place stands Christ Church, built in 1773. Col. George Washington was a vestryman here and his pew still remains unaltered and can be seen any day. The old city market house on Cameron and Royal streets on the second floor of which is located the room of a Masonic Lodge of which Washington was the first Worshipful Master; open to visitors every week day. Near here is the old York Town road, down which marched the armies of Generals Washington, Lafayette and Wayne on their way to Yorktown in 1781. At Arlington Cemetery lies many of the Nation's notable dead, at one spot under a mammoth Anchor lie buried the remains of one hundred and sixty men, part of the crew of the ill-fated Battleship Maine which was destroyed in Havana Harbor. These bodies were brought here and reinterred December 28, 1899. There is also the Spanish War Monument erected to the men who perished in Spanish and Phillippine Wars. Sheridan's Gate, his Monument and the Temple of Fame are among the many beautiful memorials erected to the memory of the Nation's dead.

En Route to Historic Fairfax may be seen old Falls Church, originally built in 1734, enlarged in 1750, and rebuilt as it now stands in 1767. It has carried on its vestry rolls the names of many distinguished Fairfax people: Augustus Washington, George Washington, George Mason and George William Fairfax. In its yard a portion of Braddocks army encamped, and since within its portals have set the soldiers of five Wars.

In the clerk's office of the old Court House is recorded and can be seen, the last will made by George Washington. A granite monument erected in the yard commemorates the fact that in the nearby open was killed its first soldier of the Civil War. Lack of space forbids the mention of innumerable points of interest and historic value. Suffice it to say you owe it to yourself to attend the next convention of the International Association of Factory Inspectors to be held at Washington, D. C., June 4th to 8th, 1912.



OLD FALLS CHURCH, VIRGINIA

VISITING HOURS: PUBLIC BUILDINGS, PARKS, ETC.

Daily except Sundays and Public Holidays*

A. M. P. M.

9.00 to 4.00 Agricultural Department
Mall, 12th and 14th Streets S. W.

All Day Arlington Cemetery
Arlington, Va.

Open also Sundays and Holidays.

9.00 to 4.30 Army Medical Museum
7th and B Streets S. W.

9.00 to 5.00 Botanical Garden
Pennsylvania Avenue and 1st Street.

9.30 to 2.30 Bureau of American Republics
17th and B Streets N. W.

9.00 to 3.00 Bureau of Engraving
14th and B Streets S. W.

But visitors are not conducted between 11.45 and 12.30.

9.00 to 4.30 Capitol

Open after 4.30 if Congress is in session and until one-half hour after adjournment; also during night session.

9.30 to 4.30 Corecoran Gallery*

New York Avenue and 17th Street.
From October 1 to May 1, 9.30 to 4.00. From May 1 to October 1, 9.00 to 4.00. Also Sunday afternoons, 1.30 to 5.00. Holidays 10.00 to 2.00. Admission 25 cents, Monday, Wednesday and Friday. Other days free.

9.00 to 2.00 Dead Letter Museum.
Pennsylvania Avenue and 11th Street.

9.00 to 4.00 Fish Commission
6th and B Streets S. W.

9.00 to 2.30 Government Printing Office
North Capitol and H Streets.
Visitors are conducted at these hours.

9.00 to 10.00 Library of Congress
Capitol Hill.

Reading room hours, 9.00 to 10.00. (On Saturday in summer, building open 9.00 to 4.00, reading room 9.00 to 1.00. Sundays and Holidays, building and reading room, 2.00 to 10.00.)

Those marked with a star are open Holidays

A. M. P. M.

All Day Lincoln Museum
516 10th Street.

All Day Marine Barracks
8th and G Streets S. E.

11.00 to 4.00 Mount Vernon*

9.00 to 4.30 National Museum*
Smithsonian Grounds.

9.00 to 2.00 Navy Department
Pennsylvania Avenue and 17th Street.

9.00 to Sunset Navy Yard
Foot 8th Street S. E.

9.00 to 2.00 Patent Office
7th and F Streets.

10.00 to 2.00 Pension Bureau
F and 4th Streets.

9.00 to 2.00 Post Office Department
Pennsylvania Avenue and 11th Street.

9.00 to 4.30 Smithsonian Institution*
Smithsonian Grounds.

9.00 to Sunset Soldiers' Home*

9.00 to 2.00 State Department
Pennsylvania Avenue and 17th Street.

9.00 to 2.00 Treasury Department
Pennsylvania Avenue and 15th Street.

Treasury tours between 10.30 and 12.00 and 1.00 and 2.00.

9.00 to 2.00 War Department
Pennsylvania Avenue and 17th Street.

All Day War Museum
17th Street and New York Avenue.

8.30 to 4.30 Washington Monument
Washington Park near 14th Street.
Elevator runs 9.00 to 4.00.

10.00 to 2.00 White House, East Room
Pennsylvania Avenue and 16th Street.

All Day Zoological Park*
Rock Creek (Open Sundays).

All Day Potomac Park

All Day Rock Creek Park

ANNOUNCEMENT

The Fifteenth International Congress on Hygiene and Demography meets September 23-28, 1912, at Washington, D. C. Dr. J. W. Schereschewsky, U. S. P. H. and M. H. S., Director of the Exhibition. Army Medical Museum.

American Association for Labor Legislation meets in Atlantic City, June 3 and 4, 1912.

Among the best hotels in the city are The Metropolitan, The Willard, The Raleigh, The Shoreham, The Gordon, The Arlington The Ebbitt, The Continental, The St. James, The National, The Congress Hall, The Richmond and The Cochran.

DIRECTORY OF DEPARTMENTS**CALIFORNIA.**

John P. McLaughlin, Commissioner, 948 Market St., San Francisco.

COLORADO.

Edwin V. Brake, Deputy Commissioner of Labor and Factory Inspector,
Denver, Col.

CONNECTICUT.

George L. McLean, State Factory Inspector, Hartford Conn.

Deputies: John H. Quinlan, James P. Kenna, William Ainley, Julia C.
Corcoran. Room 56 State Capitol, Hartford, Conn.

ILLINOIS.

Edgar T. Davies, Chief State Factory Inspector.

Barney Cohen, Asst. State Factory Inspector, Security Bldg.

INDIANA.

Elliott R. Hooten, Chief Inspector, Indianapolis, Ind.

John J. Walsh, Dept. of Buildings, Factories and Workshops.

Frank I. Pearce, Dept. of Mines and Mining.

John F. Gallivan, Deputy of Boilers. Room 120, State Capitol, Indianapolis.

IOWA.

W. J. Ribble, Factory Inspector, Des Moines, Iowa.

W. W. Shannon, Factory Inspector, Des Moines, Iowa.

Edw. W. Van Duyn, Commissioner, Des Moines, Iowa.

Lawrence Van Fleck, Deputy Commissioner.

KANSAS.

Owen Doyle, Commissioner and Factory Inspector. State Capitol Bldg.,
Topeka, Kas.

LOUISIANA.

James Byrnes, Commissioner of Labor.

Mrs. Martha Gould, Factory Inspector, McCloskey Bldg., 320 St. Charles
St., New Orleans, La.

KENTUCKY.

B. J. Sand, State Factory Inspector, Louisville, Ky.

MAINE.

John F. Connelly, Commissioner of Labor and State Factory Inspector.

Henry M. Donnelly, Deputy, State House, Augusta, Me.

MARYLAND.

Chas. J. Fox, Chief Inspector of Factories.

Frank Armiger, Assistant Inspector of Factories, 100-102 Equitable
Bldg., Baltimore, Md.

MASSACHUSETTS.

J. H. Whitney, Chief Inspector, State Bldg., Boston, Mass.

C. F. Gettemy, Commissioner of Labor.

John F. Casey, State Inspector.

MICHIGAN.

Perry F. Powers, Commissioner of Labor, Lansing, Mich.

John W. Smith, Deputy Commissioner.

MINNESOTA.

W. F. Houk, Commissioner, Capitol Building, St. Paul, Minn.

J. P. Gardiner, Asst. Commissioner.

F. E. Hoffmann, Statistician.

Mary L. Starkweather, Asst. Commissioner (Women's Dept.).

DIRECTORY OF DEPARTMENTS—Continued

MISSOURI.

Austin W. Biggs, Commissioner of Labor, Jefferson City, Mo.
Roy A. McCoy, Supervising Statistician.
W. W. Williams, State Factory Inspector, Fullerton Bldg., St. Louis.
F. H. Haskell, Asst. Factory Inspector.
W. J. Morgan, Asst. Factory Inspector, Kansas City.
Deputies: H. H. Duncan, H. W. Henderson, Thos. J. Schueddig, Elasco
Green, H. H. Darnell.

MONTANA.

J. H. Hall, Commissioner, Bureau of Agriculture, Labor and Industry,
Helena, Mont.

NEBRASKA.

Governor Chester H. Aldrich, Commissioner, Lincoln, Neb.
Louis V. Guye, Chief Deputy Commissioner and Factory Inspector.

NEW HAMPSHIRE.

John S. B. Davie, Commissioner of Labor, Concord, New Hampshire.

NEW YORK.

John Williams, Commissioner, Capitol, Albany.
John S. Whalen, Chief Factory Inspector, Capitol, Albany.

NEW JERSEY.

Lewis T. Bryant, Commissioner of Labor, Trenton, N. J.
John I. Holt, Asst. Commissioner of Labor, Trenton, N. J.

NORTH DAKOTA.

W. C. Gilbreath, Commissioner of Labor, Bismarck, N. D.

OHIO.

Thos. P. Kearns, Chief Factory Inspector, Columbus, Ohio.
Lester Redding, Asst. Chief Factory Inspector.
W. J. Shively, Chief Clerk; W. A. Marker, Statistician.

OKLAHOMA.

Chas. L. Daugherty, Commissioner, Oklahoma City, Okla.
W. G. Ashton, Assistant Commissioner, Oklahoma City, Okla.
G. E. Warren, State Factory Inspector, Oklahoma City, Okla.

OREGON.

O. P. Hoff, Commissioner and Factory Inspector, Salem, Oregon.

PENNSYLVANIA.

J. C. Delaney, Chief Factory Inspector, Harrisburg, Pa.
C. V. Hartzell, Chief Clerk.

RHODE ISLAND.

J. Ellery Hudson, Chief Inspector, Providence, Rhode Island.

SOUTH CAROLINA.

E. J. Watson, Commissioner of Labor, Columbia, S. C.
M. J. Miller, Chief Clerk.

TENNESSEE.

George Kennedy, Shop and Factory Inspector, Box 318, Memphis, Tenn.

TEXAS.

A. L. Garrett, State Factory Inspector, Austin, Texas.
J. A. Starling, Commissioner of Labor.
Robert McKinley, Safety Appliance Inspector.

DIRECTORY OF DEPARTMENTS—Continued**VIRGINIA.**

Jas. B. Doherty, Commissioner of Labor, Richmond, Va.

WEST VIRGINIA.

I. V. Barton, Commissioner of Labor, Wheeling, W. Va.

WASHINGTON.

C. F. Hubbard, Commissioner of Labor, Olympia, Washington State.

WISCONSIN.

Jos. E. Vallier, Chief Factory Inspector, Madison, Wisconsin.

C. H. Crownhart, Chairman, J. D. Beck, J. R. Commons.

P. J. Watrous, Secretary (Industrial Commission of Wisconsin).

DOMINION OF CANADA.

Hon. T. W. Crothers, Minister of Labor, Ottawa, Ont.

PROVINCE OF BRITISH COLUMBIA.

C. R. Gordon, Chief Inspector of Factories, Vancouver, B. C.

PROVINCE OF MANITOBA.

Daniel H. Smith, Chief Inspector of Factories, Winnipeg.

PROVINCE OF SASKATCHEWAN.

Thos. M. Molloy, Factory Inspector and Secretary Bureau of Labor, Regina

PROVINCE OF QUEBEC.

Louis Guyon, Chief Inspector, 9 St. James St., Montreal.

PROVINCE OF NEW BRUNSWICK.

John Kenney, Chief Inspector of Factories, St. John.

PROVINCE OF NOVA SCOTIA.

Philip Ring, Chief Inspector, Halifax, Nova Scotia.

PROVINCE OF ONTARIO.

Hon. Dr. Rheame, Minister of Public Works and Labor.

Mr. Edgar, Secretary (Commissioner).

Hon. James Duff, Minister of Agriculture, Toronto.

INSPECTORS.

Jas. T. Burke, Chief Inspector.

Henry A. Clark, Arthur W. Holmes, H. J. Tutt, Robert Hungerford,

Fred Kellond, Stephen J. Mallion, Mrs. A. Brown, Miss M. Carlyle.

Office: Parliament Bldgs., Toronto, Ontario.

Thos. Keilty, Ottawa, Ont., Inspector of Factories and Shops.

PROVINCE OF PRINCE EDWARD'S ISLAND.

Hon. John Richards, Provincial Secy.-Treas. and Commissioner of Agriculture, Parliament Bldgs., Charlottetown.



THE WASHINGTON MONUMENT

THE WASHINGTON MONUMENT IS A STUPENDOUS SHAFT OF GRANITE 555 FEET 5 1/8 INCHES IN HEIGHT. IT IS 55 FEET SQUARE AT THE BASE AND 34 FEET AT THE TOP, AND TERMINATES TO A PYRAMID OF PURE ALUMINUM. THE CORNER STONE WAS LAID IN 1848;
THE MONUMENT WAS FINISHED IN 1885.

BOTH THE "ANCHOR" AND "SPANISH WAR MONUMENT" ARE REACHED BY THE WASHINGTON-VIRGINIA RAILWAY. STATION, TWELFTH AND PENNSYLVANIA AVENUE, OPPOSITE POSTOFFICE, WHICH RAILWAY ALSO PASSES THE "WASHINGTON MONUMENT."

The Twenty-Fifth Annual Convention of the International Association of Factory Inspectors, Opened in the Capitol Bldg., Lincoln, Neb., Sept. 18th, 1911.

Lincoln, Neb., Capitol Building, Sept. 18, 1911.

Members of the International Association of Factory Inspectors and the Officials of the Bureaus of Labor met in joint session at two o'clock today.

Mr. Will Maupin, former Labor Commissioner of Nebraska, called the meeting to order, and said:

Ladies and Gentlemen:

I had no possible chance of carrying out all I promised when at Hendersonville, North Carolina, I extended an invitation to you to meet in this city. Nobody expects another to make good all the promises he may make, but your local committee is doing the very best it can. On behalf of Mr. Guye, our present Labor Commissioner and myself, I desire to welcome you to Nebraska and to Lincoln. We hope that your presence here will be of great assistance to us all in the work we are trying to do along the lines of needed legislation for our Labor Bureau and Factory Inspection department.

I have the pleasure of introducing to you Mr. Louis V. Guye, Deputy Labor Commissioner of Nebraska, who will take charge of this meeting until the regular session is opened.

Mr. Guye:

Brother Commissioners and Factory Inspectors:

I take great pleasure in welcoming you to our city. I trust that all your deliberations may be such that they will leave a lasting impression upon the members in attendance and result in great good not only to Nebraska, but to the entire country.

In the absence of our chief executive I desire to present to you, this afternoon, one who will welcome you in the name of the Governor of the State of Nebraska, and take pleasure in introducing to you the Honorable C. A. Randall, who will now address you.

Mr. Randall:

Mr. Chairman and Gentlemen of the Convention:

I regret exceedingly that his excellency, Governor Aldrich, the progressive governor of this state, is unable to be present and welcome you on this occasion. There will probably not be a time during his incumbency of the office that an opportunity will be given him to address such a representative body of men from so many of the different states and the Dominion of Canada as this occasion affords.

Gentlemen, you are the conservators of the rights and the protectors of the men, women and children that are transforming the raw material into the finished product and the opportunity for you to render these people service is unlimited. The old adage that a "corporation has no soul" is too true. And were it not for your efforts and supervision, the lives of those working in factories and dangerous places would be much less safe than they are by reason of your efforts.

Labor organizations have sprung up all over the world by reason of the abuses that have been practiced by the proprietors of their industrial institutions, that regard the dollar more valuable than human life, and the rights of the men, women and children have been trampled under the feet of heartless officers of corporations that cared more about dividends than health, happiness and human life.

The advent of laws which created the offices which you hold was the star of hope to the wage earner and its benefits can only be limited by your efforts. Nebraska feels highly honored to welcome you within its borders and in its Capitol building to hold your convention. We lay no claim to being

a manufacturing state, yet during the past year our factories turned out \$150,108,620 worth of the finished product; \$12,300,077 was paid to the laborers that produced this amount of finished product. The cost of the raw material was \$113,450,281. Adding the cost of raw material and labor together, and deducting it from the value of the finished product, we find that the manufacturers received a profit of \$24,358,262 from the efforts of the laborers in their employ, and surely they ought to be compelled to conserve the lives of such valuable employees.

Nebraska is an agricultural state and its products not only sustain its million and a quarter inhabitants, but furnishes a surplus that assists in feeding the nations of the earth. I quote from a report made to the Nebraska legislature of 1909 by the committee on mines and minerals:

"From our wheat mines we dug up \$28,940,629.90. Colorado gold mines produced \$24,395,800; balance in favor of Nebraska, \$4,544,829.90. From our alfalfa mines we dug up \$11,715,840. Alaska's gold mines produced \$9,160,500; balance in favor of Nebraska, \$2,555,340. Our hens scratched from the grass roots \$4,650,736.64. The gold mines of Arizona produced \$3,343,900; balance in favor of Nebraska, \$1,306,836.64. From the concentration of grasses and grains into beef and pork we dug up \$81,792,311. Michigan produced from iron, copper and coal, \$46,596,295; balance in favor of Nebraska, \$35,196,052. Total dug up from our grain mines, \$149,379,549.60. Produced from Pennsylvania coal mines, \$103,564,182; balance in favor of Nebraska, \$35,815,367.60. Total dug up in Nebraska mines, \$247,898,482.24. Total gold and silver produced in the United States and Alaska, \$122,290,087; balance in favor of Nebraska, \$125,608,385.24. We dug up from our school books an education that places Nebraska the highest in rank of any state in the Union. By carefully selecting from all states and nations, we have the nicest and purest wives in the world, and the little jewels produced are more precious than the diamond mines of Africa.

"Nebraska, with a population of 1,192,214 and with only one-half of our land under cultivation, with each farmer having approximately 300 acres of land in 1910, disposed of surplus products to the value of \$345,128,216, or an amount of produce sufficient to feed 1,000,000 people."

By this aggregation of figures you will discover, gentlemen, that you are in the garden spot of the world. The productiveness of the soil, the intelligence and industry of its citizens, make Nebraska one of the foremost states of the Union. Since Nebraska is located geographically, you could have chosen no better place to hold your convention, and we hope that your deliberations will be pleasant and profitable. May you extend your stay in our State long enough to visit all of the departments in the Capitol building and our State institutions, and, in a measure, be able to see that we are progressive and abreast of the times in the management and care of the affairs of the State.

In the language of Mr. Maupin, our former Labor Commissioner:

"With waving fields of corn and wheat,
With fragrant meadows cool and sweet,
With wheels of industry, the favored one of all the States,
We open wide our gates and welcome you all—to Nebraska.

(Applause.)

Mr. Guye:

Gentlemen: I now desire to introduce to you Dr. Leonhardt, who will welcome you in the name of the Mayor of the City of Lincoln.

Dr. Leonhardt:

Mr. Chairman, Members of Bureaus of Labor Statistics and International Association of Factory Inspectors, Ladies and Gentlemen:

This is a longer and more comprehensive title than I am in the habit of using. I confess an ignorance regarding the scope of your undertaking, but, looking into your intelligent faces, I feel that the work that you have undertaken to do will be well-served to the profit of all concerned.

Owing to the indisposition of our Mayor I am thrown into the breach of welcoming you, and in the warmest language I can express I welcome you

not only to our Capitol City, but, to what I think, one of the greatest States in the Union. I have lived in Nebraska some thirty-three years, or since the grasshopper raids. Probably that remark will not stir up in your minds any disagreeable recollections, but with Brother Maupin and myself, who at that time did not know where our winter's bread would come from, it does.

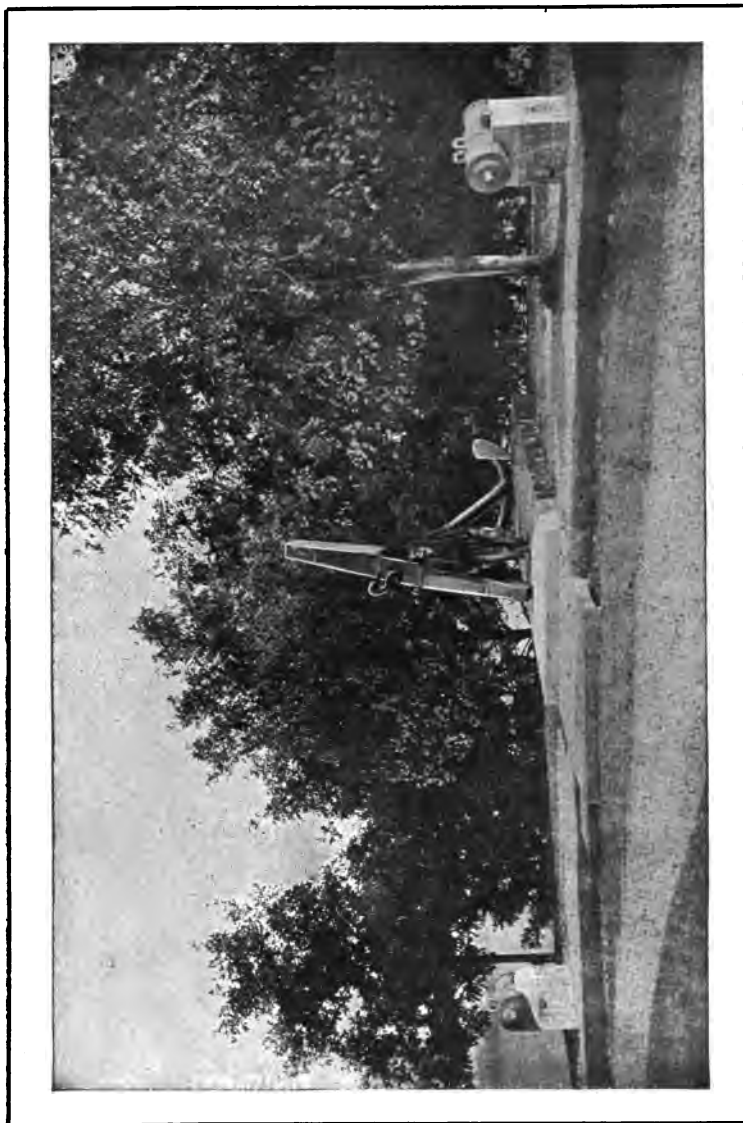
I welcome you, gentlemen, to everything that we have in our city that is worth while. We welcome you to our churches and our factories that are busy, well-conducted, profit-making—if not profit-sharing. I hope that the time will soon come when all factories will be profit-sharing.

As Artemus Ward says, "Them's my sentiments." I think, too, gentlemen, that all those who are beneficiaries of co-operation should also bear part of the load and the risk of the undertaking. I am not a capitalist, simply an ordinary professional man, but it is not right that any body of men should claim a share in the profits of co-operation unless they are willing to share part of the burdens of the responsibility. Some of these days when aristocracy shall have become leveled and sociology shall have developed, the people that you represent, and the people who put money into State undertakings, will be able to meet on a common level and we will have something better than a millionaire's millenium.

We welcome you to our institutions of learning and to our City Hall. I know I voice the feelings of our Mayor when I say he would like very much to have you come and look over our system of accounts. We think we have a good system. Nothing would please him more than to have each of your bodies visit our City Council, and that the members thereof may visit you and listen to the many important subjects that you will doubtlessly discuss. I am immensely pleased at the scope and far-reaching effect of the subjects you will cover in your deliberations, which I am sure will be for profit not only to yourself, but to those who have made it possible for you to come here. Your official rank and dignity stand for much, but if you are square-toed I know you will agree with me when I say that no honor of this kind is equal to the responsibility that accompanies it. You realize better than I can give expression that I can give in words that he that would be great among you must first be the servant of all. You are all servants of a larger responsibility and the honor that attaches to your several positions is largely incidental.

We want you to visit all these places and give us your thought along the lines you are in the habit of thinking. I am reminded by "labor statistics," and I said to Brother Maupin, that it reminded me of a saying of Disraeli. "There is nothing more deceptive in this world than facts, but when buttressed with statistics they are invincible."

I have a fellow-feeling for a Factory Inspector growing out of the matter of sanitation and was intensely interested in the last month in the origin and progress of a little typhoid scare that got started here on account of the doctors being compelled to do their duty and report cases. In order to prevent typhoid fever we had to go after any filth that might crop out and make all places sanitary. I know of no more beautiful spectacle than a cool and impartial examination of a diseased condition of an unsanitary situation on the part of the man who undertakes to uncover it. Talk about the bravery of the soldier on the field of battle. He has the shouts of companions and leaders who urges him on, but in the calm, obscure and solitary work of the scientist, there is nothing of this kind, there is no parallel in any direction that compares with it. Therefore, I feel a kindly interest in the work of the Factory Inspector and wish him God-speed. It is a very unpopular thing, you know, to tell another he is not healthy and that he is unsanitary. Nobody wants to be told of his dirt. It is unpopular and uncivil; yet I want you to visit the places where people congregate and to tell me if you don't find them sanitary. We all know that there is no other question in any municipal City, State or Nation, more important than public health. (Applause.) What would Lincoln amount to in ten years from this date if it were known to be a fact that it was a pest spot—if only the itch? What would all these fine stores, buildings, broad avenues, costly edifices and institutions of learning be in such a case? I believe the people would want the Capitol removed. (Referring to Capitol Removal Bill in last legislature.)



ANCHOR

ARLINGTON NATIONAL CEMETERY

UNDER THIS ANCHOR LAY THE REMAINS OF ONE HUNDRED AND SIXTY MEN. THESE MEN WERE PART OF THE CREW OF THE ILL-FATED BATTLESHIP "MAINE," WHICH WAS DESTROYED IN HAVANA HARBOR. THE BODIES WERE BROUGHT FROM HAVANA HARBOR AND REINTERRED AT ARLINGTON, DECEMBER 28, 1899.

BOTH THE "ANCHOR" AND "SPANISH WAR MONUMENT" ARE REACHED BY THE WASHINGTON-VIRGINIA RAILWAY. STATION, TWELFTH AND PENNSYLVANIA AVENUE, OPPOSITE POSTOFFICE, WHICH RAILWAY ALSO PASSES THE "WASHINGTON MONUMENT"

But, gentlemen, I did not come here to make a speech and again welcoming you and extending you the courtesies of the city, I thank you for your attention. (Applause.)

Mr. Guye:

Gentlemen:

I now rise to present to you one who is a veteran in conventions of Factory Inspectors and Commissioners of Labor, one who needs no introduction at my hands, one who is versed in all the details necessary to the promotion of the interests for which we stand, I take pleasure in introducing to you the Honorable J. D. Beck, President of the Officials of Bureaus of Labor, who will respond and speak to you on the issues of the hour.

Mr. Beck:

Mr. Chairman and Gentlemen:

I wish I possessed sufficient command of the English language to be able to respond to these addresses of welcome. I am pleased to say that we are glad to meet with you in this city of the plains, a city named after one of the greatest men in American history, a city that appears to me to be a city of homes, of broad avenues, shade trees, institutions of learning and residences of some of the foremost men in our country. We bring to you a class of men who are devoting their lives and their all to the success of that class of our population which forms the very foundation of any government. It is largely through the efforts of these men that we have our Child Labor Laws to protect the future generations of this continent; through the efforts of these men we have laws providing for better and safer places to work; more sanitary places in which to work; and within the last two or three years I think a dozen States, for the first time in the history of the United States, have adopted a Compensation Act which will more equally and equitably distribute the burdens of industrial labor.

We have a great work to perform and our labors have only begun. It is an up-hill task but we are bending our efforts to that task the best our abilities will permit.

I am a little disappointed in one thing. I had prepared my speech to deliver to the great progressive Governor of this State. We know him in Wisconsin, and I presume now he is known all over the United States. We think Nebraska is a great State. It is represented by one, at least, of the ablest and most progressive men in our land. We are glad to meet with you and thank you all for the very cordial welcome you have given us. (Applause.)

Mr. Guye:

I again rise to present the name of another veteran in our ranks, and I take pleasure in introducing to you the Honorable Louis Guyon, of Montreal, President of the International Association of Factory Inspectors, who will further respond in their behalf to the addresses of welcome.

Mr. Guyon:

Mr. Chairman, Ladies and Gentlemen of the Convention:

Mr. Beck, my predecessor, has very well spoken to you and has really expressed the sentiments of the International Association of Factory Inspectors. However, the ancient custom of the Provinces compel me to also respond.

We are at the present time studying "reciprocity" in Canada and I assure you that I shall proceed to reciprocate right here.

Conventions of Factory Inspectors which have been sitting in various large cities of the United States and which have had more or less success in enhancing and encouraging legislation in different countries has been a peculiar association. We have many times sacrificed our individual opinions, and other things, in order to do honor to our cause. So little legislation in some of the younger Provinces of the Dominion is the cause for more representation. We think the younger states and provinces that are just starting in this work should be encouraged. When we come to a city like this and find so much improvement in everything we look to you as progressive. And if there is anything that our Inspectors can do towards building up your legislation and making it conform to the views of the older states, we will be amply

repaid for our work in what you will accomplish after we shall have gone. We hope the hens of Nebraska may scratch a little more and that the revenue derived from their efforts—a fair portion of it—be placed at the disposal of your Commissioner for the benefit of the State in factory legislation as you shall need it. A large staff of Inspectors are required in this work to do it effectively, and we are here to make known our views along this line and let the different States know where we stand.

I am pleased to be here in Lincoln. It is a little farther from Quebec than usual but we have been met with so much kindness and such a warm welcome that we feel we are at home, and trust that all our work here will be fruitful of much good. I thank the good people of this city and State who have welcomed us here and trust that our meetings will be pleasant and profitable not alone for Nebraska but for other States as well as our own Provinces. I thank you. (Applause).

Mr. Guye:

I now present to you the Chairman, Mr. Beck, who will preside at this and all future joint meetings of your two Associations.

Mr. Beck:

I certainly deem it a pleasure and privilege to preside at your meetings, but will not take up your time now with any further remarks except to ask, what is your further pleasure?

It was moved and seconded that this convention accept the invitation of the City of Lincoln and that we extend to the members of the City Council of the City of Lincoln, and others who may care to accept, an invitation to attend the sessions of our respective bodies. Carried.

Mr. Maupin:

On behalf of Mr. Guye and myself who have acted as a programme committee, we have had some trouble in getting a programme fixed up that would be acceptable owing to these two organizations being scattered over a wide territory, and it was impossible on that account to get in close touch in the matter. We have arranged it the best we could, and arranged for this joint session. I thought best to make this explanation so that if you would rather divide the sessions you can do so.

Mr. Johnson:

I think the programme as suggested is not quite sufficient for our purposes. It provides for the appointment of committees by each body. After that we can discuss such arrangements as we desire to make for joint meetings. It is probable that each will want a separate session. I therefore suggest that we proceed with the present programme and roll call of States.

Secretary Williams:

Mr. Chairman:

I am ready to call the roll if desired; however, there are some Departments represented here consisting of Bureaus of Labor and Departments of Factory Inspection. I do not know whether it is proper to have those delegates entered upon the roll of both Associations. My understanding is that where the department is affiliated with each Association, that the delegates attending as assistants or deputies are perfectly eligible to attend all sessions of the meeting and to participate in all matters pertaining to that meeting and to have their names recorded as provided for by the by-laws. There being no objection, I will proceed with the roll call of States:

California—Will J. French, San Francisco. Not affiliated with either Association, representing the Industrial Accident Board of California.

Indiana—State Bureau of Inspection, John J. Walsh, Indianapolis.

Iowa—Edw. W. Van Duyen, Labor Commissioner, Des Moines; Lawrence A. Van Vleck, Deputy Labor Commissioner, Waterloo; W. J. Ribble, Factory Inspector, Des Moines.

Kansas—Owen Doyle, Labor Commissioner and Factory Inspector, Topeka.

Kentucky—M. C. Lansing.

Illinois—Edgar T. Davies, Chief Inspector, Chicago; Barney Cohen, Assistant Chief Inspector; John Fitzsimmons, Deputy Inspector; Clark Johnson, Deputy Inspector; Chas. Burk, Deputy Inspector.

Michigan—Perry L. Powers, Chief Inspector, Lansing; J. W. Smith, Deputy Inspector, Detroit.

Minnesota—F. E. Hoffman, Bureau of Labor, St. Paul.

Montana—J. A. Ferguson.

Missouri—Austin W. Biggs, Commissioner, Jefferson City; W. W. Williams, Chief Inspector, St. Louis; Henry M. Dugan, Inspector, Jefferson City.

Nebraska—L. V. Guye, Labor Commissioner and Factory Inspector, Lincoln.

North Carolina—M. L. Shipman, Labor Commissioner, Raleigh.

Oklahoma—G. E. Warren, State Factory Inspector, Guthrie; E. W. Vance, Superintendent State Free Employment Bureau, Oklahoma City.

Ohio—Thos. P. Kearns, Chief Inspector; Lester Redding, Assistant Inspector.

Maryland—Chas. J. Fox, Chief Bureau of Statistics and Factory Inspector.

Massachusetts—General Whitney, Chief of Bureau, Boston.

Rhode Island—J. Ellery Hudson, Chief Factory Inspector, Providence.

New York—John Williams, Commissioner of Labor, Albany; John S. Whalen, Chief Factory Inspector; Frank S. Nash, Factory Inspector; William H. Donahue, Factory Inspector.

South Carolina—E. J. Watson, Columbia.

Washington—Charles F. Hubbard, Commissioner and Factory Inspector.

Wisconsin—J. D. Beck, Commissioner, Madison.

Texas—J. A. Starling, Labor Commissioner, Austin; A. L. Garrett, Factory Inspector, Austin.

CANADA

Province of Quebec—Louis Guyon, Factory Inspector, Montreal.

Province of Ontario—Jas. T. Burke, Chief Inspector, Toronto; Henry A. Clark, Inspector, Toronto; Mrs. H. A. Clark, Visitor.

Province of B. C.—C. R. Gordon, Factory Inspector, B. C.

Province of Saskatchewan—Thos. M. Molloy, Bureau of Labor, Regina.

Washington City—Wm. M. Stewart, representing Census Bureau, states that Mr. Dorn and Commissioner Dr. Oneil, unable to be here.

The Chairman: You have heard the roll call of both associations. What is your pleasure, to divide, or to proceed as a joint meeting?

Mr. Johnson: I suggest that we arrange for future joint session, then adjourn, with understanding that at future date we arrange for definite time and hour, as there will be matters coming up which will require the joint action of the two bodies, also of matters which were taken up at last convention. We find in the minutes of the last convention of Commissioners, page 59, a joint resolution from both associations and which referred to a joint committee of three from each body, and that that committee was to report at this meeting. A majority of that committee is present at this convention, and will, I think, be prepared to make some kind of a report to the joint meeting. Therefore, I move you, Mr. Chairman, that when we adjourn this meeting that we adjourn for separate sessions tomorrow forenoon with a joint session in the afternoon at which time that that committee shall report and other matters be taken up which will be of mutual interest.

Mr. Shipman: Could we not meet in joint session tomorrow morning and also hear the address of the Hon. Leonard W. Hatch, on the "Importance of Accident Statistics," which is according to the programme?

Mr. Maupin: I wish to say that there will be no session tomorrow afternoon. Also to announce that the Honorable Charles L. Daugherty, who is slated for an address cannot be here; and that the Hon. David L. Ross is present and his address can be delivered in joint session.

Mr. Clark: Would it not be proper to have a joint committee to go over the programme and arrange it between the two associations? I think it would be well to have a joint session programme.

Mr. Davies: Our constitution provides that after roll call committees shall be appointed before we can adjourn; we can adjourn and separately appoint committees on programme and joint session, and I make this motion, not only because constitution provides it, but because of Mr. Johnson's suggestion that tomorrow afternoon or evening there shall be a joint session. Much of this business regarding joint session will develop after we have had separate meetings. I think the better way would be to have separate meetings and then a joint session.

Mr. Johnson: I move that a committee of three from each association be appointed by respective chairmen, to act as a joint committee on programme and on joint session.

The motion is seconded.

Mr. Kearns—I have a letter from Mr. Henry Dorn, first factory inspector and founder of the National and International Association of Factory Inspectors, asking me to personally extend greeting to this convention, and express his deepest regret on his inability to be present on account of ill health; to extend his best wishes to all members in attendance at this convention with the hope that the meeting will be both successful and profitable.

I wish to say, further, that Mr. Dorn has been seriously ill for some time. He has always manifested a keen interest in the work of this Association, although not actively engaged in the work for a number of years. I think, therefore, that it would be very proper for this Association, in convention assembled, to send a telegram to Mr. Dorn expressing our sympathy.

The Chairman: I assure you that it will be a pleasure to have it done. All those in favor of adjourning as a joint meeting signify by saying "Aye." Contrary, "Nay." Carried.

Mr. Maupin: The Commissioners of Labor will meet up-stairs in the office of Commissioner Guye where they will hold their sessions.

The Chairman: I wish to announce that the Committee on Merger are Hon. W. W. Walling, of New York; Hon. G. E. Warren, of Oklahoma; and Hon. L. I. Guyon, of Province of Quebec, were appointed on the part of the Factory Inspectors; and Hon. E. W. Van Duyn, of Iowa, Hon. W. G. Ashton of Oklahoma, and Hon. W. L. A. Johnson, of Kansas, on the part of the Commissioners. That committee will meet at 7 o'clock, at the Lindell Hotel, for the purpose of preparing reports to be made to both Associations.

Mr. Maupin: I also wish to announce that at 8 o'clock, at the Lindell Hotel Assembly room, Mr. F. C. Schwedtman of St. Louis, will give his illustrated lecture on safe-guarding industrial machinery, and all members of both Associations are cordially invited.

Mr. Williams (New York): In regard to the advisability of filling vacancy on the committee on Merger or Consolidation—there is a vacancy in the representation of the Officials of Bureaus of Statistics and also in the representation of Factory Inspectors. I think it would be proper for each body to fill the vacancy so that when they meet at 7 o'clock this evening each committee may have a full representation.

Mr. Davies: It seems to me that the matter of filling vacancies will be impossible at this meeting if the two bodies are to remain in session. Would it not be possible for the committee on programme to arrange committee rooms for committee meetings?

The Chairman: I think the matter of filling vacancies can be taken up as soon as we dissolve as a joint session. I think the respective bodies should now dissolve, and each separate body appoint its quota of various committees.

As per motion previously made and carried, the Chairman declared the Joint Session now adjourned. On withdrawal of the members of Officials of Bureaus of Labor, President Guyon immediately convened the Factory Inspectors, and said:

The President: We have just had roll call of states for the joint session, but cannot have a roll call of Factory Inspectors because we have not the records of our last convention.

The first order of business, therefore, is the naming of the committees. The Constitution says that the committee on programme shall consist of the

President, Secretary-Treasurer and a third person selected by the President. I will therefore appoint on that Committee Mr. W. W. Williams, Mr. Edgar T. Davies and myself.

The next order of business is the naming of an Auditing Committee, consisting of three members. I will appoint on that Committee Mr. James T. Burke, of Ontario; J. Ellery Hudson, of Rhode Island; and Mr. G. E. Warren, of Oklahoma.

The next committee to be appointed is the Committee on Resolutions, and it is generally composed of delegates chosen from each side by the President. I will appoint on that committee Mr. John J. Walsh, of Indiana; Mr. Thomas H. Molly, of Regina, Sask.; General Whitney, of Massachusetts; Mr. Nash, of New York and Barney Cohen, of Illinois.

The Chief of each Department is requested to hand in copy of any new legislation that has been enacted in his State during the past year. I trust that this is well understood by each member.

The next in order is the President's address which, I assure you, will not take up very much of your time.

Mr. Williams (New York):

May I ask if it will be proper to have the vacancy in the Committee on Merger, or Amalgamation, filled at this time?

The President: I believe not. I am following the order of business as laid down in the constitution, and the President's address follows..

ADDRESS OF LOUIS G. GUYON, CHIEF INSPECTOR OF THE PROVINCE OF QUEBEC, AND PRESIDENT OF THE INTERNATIONAL ASSOCIATION OF FACTORY INSPECTORS.

The President:

Ladies and Gentlemen of the Convention:

This is one of the happiest moments of my career as an Inspector which covers a period of nearly 24 years taking us back to the foundation of the Association or nearly so.

During these long years, I have been an ardent worker and have contributed my modest share to the advancement of the aims of our Association, following the principle laid down by the eminent founders that gathered in Philadelphia on the 8th of June, 1887.

The vicissitudes have been many, and numerous the changes in our ranks, but like the sphinx of old, the body comes forward every year with renewed strength.

We have met in many of the oldest—and some of the largest—cities on this vast continent, from historic Quebec to war-scarred Columbia, yet I am more than pleased to meet so many well-known faces in this beautiful young city which bears a name enshrined in the hearts of all true Americans.

The French people have a saying: "Heureux le pays qui n'a pas d'histoire"—Happy the country that has no history—but after visiting the fine streets, the parks, public buildings and noting the bustling activity of its inhabitants, I feel convinced that Lincoln is writing history every day and that it has a big, bright future.

In passing, permit me to digress and recall to your minds the splendid reception tendered us by the people of Hendersonville and Columbia. The cordial Southern hospitality and untiring efforts of Chief Commissioner Watson for the comfort and enjoyment of the delegates is still present in our mind, I am sure.

I do not intend reviving the various subjects brought up at our last Convention, nor do think it practical to make many suggestions concerning our future work, yet, I would like to emphasize very strongly the importance and urgent necessity of solving the problem of the fusion of the two bodies that have again and again joined hands in the same city.

Time and experience have removed many of the objections that stood in the way of an amalgamation of the two bodies, and I believe that the time has now arrived to definitely dispose of this question.



• **SPANISH WAR MONUMENT**
ARLINGTON NATIONAL CEMETERY

ERECTED TO THE MEN WHO PERISHED IN THE SPANISH AND
PHILIPPINE WARS

BOTH THE "ANCHOR" AND "SPANISH WAR MONUMENT" ARE REACHED BY THE
WASHINGTON-VIRGINIA RAILWAY. STATION, TWELFTH AND PENNSYLVANIA
AVENUE, OPPOSITE POSTOFFICE, WHICH RAILWAY ALSO PASSES
THE "WASHINGTON MONUMENT."

I would also draw your serious attention to the very important conference held in Chicago last week by the Association of Labor Legislation. The many important subjects enthusiastic Inspectors of factories inscribed in their programme should not be overlooked. Many of the papers submitted, and subjects treated, would be most apropos at our meetings.

I cannot lay to much stress on the importance of uniformity in our methods of Inspection, in the compiling of documents and classification work, etc. This I know is a very old subject and surrounded with considerable difficulties. Nevertheless, when we consider that very nearly all the crude and imperfect labor laws of 1888 have been remodeled, and knowing as we do, that the most salient features of all our present laws greatly resemble one another, there can be no doubt that the day is fast approaching when an accident report or an age certificate in Boston, New York or Montreal will be worded the same.

Let us all consider carefully the improvements that are being made in the Labor Legislation of the different States and Provinces.

Better protection of life and limb, shorter days work for women and children.

What can our Association do to fight the dreaded white plague? Are we sufficiently informed respecting diseases of occupation? These are some of the subjects that could furnish profitable discussion.

Every individual has his own original way of doing good. Let us join forces together in the uplifting of the conditions of the toilers. Let our methods in carrying on our work be more and more scientific and let us never forget this important fact, that an Inspector is first and foremost a Preventive Officer.

Compensation laws, benefit associations, and corporations of all kinds, may, in a measure, attenuate certain evils, redress certain wrongs but the protection of women and children, the guarding of the lives of the millions of toilers of this country is to me one of the greatest and noblest tasks that can be confided to man.

Ladies and Gentlemen, I now declare this Convention open for such business as you may place before it, and I trust that you will grant me your earnest co-operation and support in the deliberations that will follow.

Ladies and fellow members, I thank you all.

Secretary Williams: Inasmuch as the former Commissioner and Factory Inspector of Nebraska is no longer actively engaged in the work, and as he together with Mr. Guye are the hosts of this convention, I move you, Mr. President, that the Hon. Will M. Maupin be made an honorary member of this association.

Seconded and carried.

President: The next in order is the Secretary's report.

Mr. Williams of Missouri:

Mr. President and Brother Delegates:

At the last convention, held at Hendersonville in 1910, I was honored by being elected to the secretary-treasurership of this Association. I am secretary-treasurer in name only—in other words, I have the title, but, so far, have not received the books, records and accounts of the Association, nor the proceedings of the Hendersonville convention; although I understand they are now at the express office, a supply having been shipped here direct by Mr. Watson. I have not, therefore, much of a report to make, except that I have acted in the capacity, and handled a great deal of correspondence and co-operated with the various officers of both Associations. We decided upon the date of this meeting, and I did what I could toward advertising and boosting the Lincoln Convention. I am unable to report anything concerning the finances of our Association, never having handled any of the funds or accounts. I have a wire from Mr. Watson, former secretary, and my immediate predecessor, however, announcing that he would be here this afternoon, and I presume until he arrives we can do nothing with the secretary-treasurer's report.

Mr. Burke: Referring to the report of the President, it gives me pleasure to move that his address be referred to the Resolutions Committee; also that this motion shall include the Secretary's report.

Seconded and carried.

The President: The next in order is the report from the States and Provinces.

Mr. Hoffman: Suppose that a report should be made at joint session, therefore, should we have only one report for the joint session, or will you require that it be made here also?

The President: I am afraid that you will have to make it for both associations; however, there will be ample time during the next session to decide that question.

Mr. Williams (of New York): Inasmuch as the vacancy on the Committee representing this Association on the Merger proposition happens to be a delegate from my state, I would ask, if the Convention permit, that the name of the Chief Inspector of the State of New York, Hon. John S. Whalen, be substituted for Mr. Walling. I do not wish to take away the prerogative of the President, but simply ask the privilege of naming the appointment.

The President: I think that is done by resolution, if I mistake not, but if there is no opposition, I will name Mr. Whalen to fill the vacancy, because of the fact that Mr. Walling is from the same state.

Mr. Cohen: Mr. President, I move that the chair make a choice of Mr. Whalen and that he be authorized to fill the vacancy on Consolidation made by the resignation of Mr. Walling.

Seconded and carried.

The President: I will appoint the Hon. John S. Whalen, of New York, to fill the vacancy in the Committee on Consolidation, or Merger.

Mr. Burke: I think this is an opportune time to get down to business as outlined by the President and I would like to encourage the idea of our taking up something along the line of a question box. I have attended many conventions for the last twelve years and there are one or two questions, that I think I would like to have brought before this body with the hope of securing information. I believe that if we had a question box, any delegate desiring information, if he would place the question before the convention it would give the delegate an opportunity to answer in detail. We come here to gather information and we cannot get too closely in touch in these matters. Sometimes questions will spring up at the last moment. I am sure we could profitably take up something along the line of a question box. As the question is submitted, it might be announced by the chair that it will be taken up at a certain time, and with your permission, I will introduce a motion to that effect.

Mr. Hoffman: Perhaps I don't understand the gentleman. If I do, it would be that if there is any question in my mind that has arisen in my work, concerning it, to present it to the secretary and let it be announced and let the secretary or anyone who knows, or has ability to answer the question, do so when that order of business is reached. I think the proposition is a good one.

Mr. Hudson: I think a better way would be to refer this matter to the Programme Committee.

Mr. Williams (of New York): I think a better way would be to have the convention select one or more persons to conduct a question box, and not the Programme Committee, and to give it time in which such questions will be taken up.

Mr. Davies: I believe, Mr. President, that many here are interested in this subject and the Programme Committee, or the committee appointed for that purpose, can divide the time, as one man might take half an hour and one would not care to speak over ten minutes. I think we might all profit by such a feature.

A Member: I am interested in a question box and it seems to me that the idea expressed by Mr. Davies is a good one. The Committee on Programme knows how much time we have and they can fill the time in with the

question box. You may have a good many on one day and very few on the next. It would be a matter of detail as to how it could be worked out, but I think almost any way would be all right. It would be likely to bring out discussion of the very best thought. I think we may all welcome a question box.

Mr. Williams (of New York): In connection with this motion I wish to offer an amendment, and that is that each question shall be plainly written and shall be signed by the person propounding it, and that each morning these questions shall be read.

The motion as amended was seconded and carried.

Mr. Warren: I would like to have some information in regard to the previous question concerning amalgamation. I am instructed by Mr. Ashton to make a minority report. The other members of the committee never did make a report and I am merely asking information, not that I am opposed to having Mr. Williams substitute the chief of his department on the committee. But I wish to know whether I should present this minority report. I am authorized by Mr. Ashton to present it, but as you are going to fill the vacancy by appointment, I should like to refrain from presenting this report. Therefore, I would like to know how to proceed.

The President: Mr. Ashton's views, or rather those of his substitute to be appointed, will come from the Labor Commissioners' Organizations.

Mr. Warren: How could a minority report have any effect if it does not take Mr. Ashton's place?

Mr. Williams (of New York): Should either of these two bodies, by reason of the inability of a man to attend, suspend operations? Suppose that should be done, then the convention would be helpless if that theory is good.

Mr. Warren: Mr. Ashton has been obliged to stay away from the convention and he has authorized somebody to report for him in order that his report should be taken in good faith.

I understood from Mr. William's suggestion that the present chief of his state would be substituted for Mr. Walling. Could we, as a body of inspectors, allow that if the commissioners are to recognize Ashton as a member of that committee and his report, which I am free to confess is a minority report, be rejected because of the fact that he could not get here? I don't want to be arbitrary, nor do I want to do anything wrong in this convention, I ask for information and am willing to abide by your rulings.

Mr. Williams (Secretary): I think that Mr. Ashton, although not present, is entitled to make his report; that inasmuch as he has Mr. Warren here to represent him, Mr. Warren should make the report to the new committee.

Mr. Warren: As far as Oklahoma is concerned, Ashton represents the commissioners. We are going to make a minority report. I don't know whether there would be any majority report made or not; if there is not, all right. We are not going to be dilatory on our part.

Mr. Hudson: We have filled the vacancy on the committee and it is up to the Commissioners of Labor to fill their committee. If Mr. Warren desires to make a minority report, he can do so.

Mr. Davies: I move that this subject be made a matter of special order of business tomorrow morning.

Motion is seconded.

Mr. Maupin: A word of explanation may clear up the atmosphere. This committee, of which Mr. Ashton was a member, was from the Labor Commissioners Organization and was appointed to act jointly with this organization, this body therefore has certainly a right to call upon it for a report.

The President: The committee has been slow in reporting and I think it is proper for this body to know what has been going on. The first order of business is to have a report from the Committee on Amalgamation. Are you ready for the question?

Mr. Williams (of New York): I understand that the committee has not done anything under the resolution. The resolution requires the

committee to report proper rules and regulations for the government of the amalgamated bodies. Can this committee, in an hour or two, perfect a work of such importance? Are we consistent at all in demanding a report on short notice from a committee of this kind? Are we going to take the committee by the throat and say "You must report by a certain time?" If that is what is meant, I want to know it.

Mr. Walsh: I cannot see why there should be any undue haste in calling upon the committee to report. I therefore move that the motion for the report be laid on the table.

The motion is seconded.

Mr. Davies: This year I have traveled almost a thousand miles; last year something like fifteen hundred miles, all at the expense of my State. Each time that we have come into convention this much-mooted subject has taken up much valuable time of the convention. True, I want to be courteous, but the majority of this committee are present. Two of the committee happen to come from the same State, one representing Commissioners and one representing Factory Inspectors. Away back in Quebec, and beyond that for years, when I was a little youngster in the service, twelve years ago, this was an all-absorbing subject. If it be a personal privilege to speak for the welfare of the chief of a department who has been affiliated with it, I would say that this dilly-dallying, from year to year of a subject, is becoming tiresome. It has caused our friend in Connecticut, Mr. Hudson, considerable worry. I think the gentleman will recall receiving a communication asking for an expression on that subject—because there was a movement to consolidate the two bodies. If he did, this is a personal privilege, because of the fact that no Factory Inspector that I know of wants to get the other fellow's job, and I trust it is true of every Commissioner—that he does not want to get any Factory Inspector's job.

This subject has been carried along year after year, from the time the convention was held in Detroit, from the time it was held in Indianapolis, Rochester, Niagara, Quebec, even down to Hendersonville, and then here. Great Scott! they have had twelve years in which to report. Do you want to give them any longer time? Do you want to carry this subject on indefinitely, or would you rather have it discussed and all these things settled?

Mr. Williams (New York):

I don't think the gentleman has arisen to what he calls a question of personal privilege. I have no axe to grind in this matter. It is a question of supreme indifference to me personally whether the two bodies are amalgamated or not. I want to say that in my humble judgment, it is not a matter of personal privilege for any man in this room, or out of this room, to hold office in any commonwealth represented here today. It is not a matter of personal privilege in which he has any inherent right. I submit that what we should have above everything else, is a desire to serve the people of our commonwealth the best that we know how. We hear it said that the bureaus of statistics are for the collection and preservation of information, all of which, of course, is true. On the other hand, the Factory Inspector's Department, we are told, is for the purpose of enforcing the provisions of remedial legislation.

We have been discussing this subject for years, and at the last convention, as you will find on page 59 of the report of the Officials of Bureaus of Labor, a resolution was passed on the subject of merging the two associations, as follows:

"Whereas, The purposes, aims, object and scope of work of the various departments of the Factory Inspectors and the Commissioners of Labor Statistics, and the results that both are seeking in the improvement of the methods, and the perfection of the laws for the regulation and betterment of the industrial conditions, or of such kindred nature are similar; therefore, be it:

"Resolved, that it be the sense of this meeting that the two associations be merged into one, and that a committee of three be appointed with authority to confer with a like committee of Commissioners looking to the merging

of our Associations into one, with an appropriate name, and rules and by-laws for its government, and that the committee have full power to act and to report at a regular session of this Association in 1911, after due notice to all members of the Association, at which a joint session of the two Associations may be held for the final ratification of the said report and the election of officers, if agreeable.

W. W. Walling,
L. I. Guyon."

I am, therefore, opposed to the motion offered by Mr. Davies. I would say, however, as I said before, that unless this committee presents its report in accordance with the terms of the resolution adopted a year ago, I, for one, will vote to table the motion indefinitely.

Mr. Walsh: As the maker of the motion, I would like to explain. Suppose, in appointing that committee, that all due regard was exercised to get men that we felt were perfectly capable of handling the question and give them plenty of time so that it would expedite business. After having gone through it thoroughly in the event anyone would ask a question, I cannot see any reason why these men cannot take it and thresh it out and bring it back here. With me it is a matter of conscience. I want to do that which is for the best interests of all concerned.

Mr. Davies: I would be willing to withdraw my motion if I understood that when the chairman of the committee is ready to report to this convention that the report of the committee be received—that when the chairman of the committee is ready to report that we will receive his report, and I, therefore, withdraw my motion to lay on the table.

The President: I think we are all anxious to have this committee report and have the matter settled. I think the report of the committee will be entertained.

Mr. Maupin: I move that when the Committee on Amalgamation is ready to report, that its report be made a subject for discussion.

The President: We will take a vote of Mr. Walsh's motion to lay on the table.

Vote taken, and the result of the vote seeming to be in doubt, a division of the house was called for. The result was eleven for said motion and twelve against it.

There seeming still to be a misunderstanding as to the status Mr. Davies said:

My motion was to table Mr. Walsh's motion and to bring up this matter after roll call in the morning.

Mr. Walsh: It seems that this house is considerably out of order. Until such time as this committee shall report there is nothing before the house. There seems to be a whole lot of mystery here. I think it is out of order to appoint a committee and then give them instructions that they must report immediately or at a given time. Now, in order that the record may be straightened out, I call for a rising vote to decide whether the motion to table the last motion was lost or not.

Mr. Warren: Under what rules of order is this house working?

Secretary Williams:

Gentlemen! Gentlemen!

If you are gentlemen you are the noisiest gentlemen I ever heard. The Reporter we have engaged is said to be an expert at his business, yet he acknowledges it is absolutely impossible for him to keep track of the proceedings correctly, at the speed you are going and requests me to suggest that you slow down and come one at a time.

Mr. Johnson, of Kansas: I wish to inquire the status of the present question.

Mr. Davies: If the president please, I made a motion that the Committee on Amalgamation, that is, that portion appointed by the Factory Inspectors at the last convention, report tomorrow morning immediately after the regular order of business, and that we receive the report. Mr. Walsh moved to table that motion. Mr. Walsh's motion was put and the chair announced

that it was lost by eleven for and twelve against. Now Mr. Walsh is in doubt as to the result of the vote. I am perfectly willing to allow him, as the maker of the original motion to go back to the motion to table and call for a ruling or a decision as to whether there was a correct recording of that vote.

I regret very much that I am not at liberty to take up any more time. I have already taken up too much of your time. I am not at liberty to go into details concerning it. The motion now before the house is simply this, whether to have the committee report tomorrow morning or not. I have a right to insist on roll call or a standing vote. I cannot have a new vote only by wiping out the old order of business. I can have a verification.

Mr. Walsh: Can I ask for a rising vote or roll call? I insist on it.

Mr. President: There was no special way asked as to how to vote. I thought you had confidence in my counting of the votes. I counted them and I thought the count was correct. I took it for granted that the delegates voting ought to know what they are voting on.

Mr. Johnson: If, as you have stated, the motion that was made that the committee report tomorrow morning on first order of business failed, it is still before the house?

The President: Yes.

Mr. Johnson: Is it then in order to amend that motion if it is still before the house?

The President: I think it is.

Mr. Walsh: I move you, Mr. President, that the motion be amended so as to read that the committee report progress of their work tomorrow morning at the first order of business—not a definite report, but a report of progress.

The amendment is seconded.

The session of the Officials of Bureaus of Labor being ajourned, a majority of them visit the Factory Inspectors' meeting.

There being calls for previous question, the President said, "I shall rule that the previous question has been ruled on."

Mr. Davies: I want to know, Mr. Chairman, what convention this is.

The President: This is a Factory Inspectors' Convention, Mr. Davies.

Mr. Davies: If the chair please, who are qualified to sit in this Factory Inspectors' Convention?

Answer: Those who have paid their dues.

Mr. Davies: Therefore, I insist that only those are entitled to vote who have paid their dues.

Mr. Walsh: I move you, Mr. President, that we do now adjourn.

Motion seconded.

The President: I shall decide that we will have to vote on Mr. Johnson's motion.

Roll call is called for.

Mr. Williams (Secretary): This convention has not perfected its roll call and therefore no roll call can be had.

Mr. Walsh: Are we going to have any rules on precedence or recognize any rules of order? If so, do not the rules say that a motion to adjourn is always in order?

The President: No.

Mr. Williams (of New York): I am commissioner of labor in my state. I am at the head of the Department of Labor and the Factory Inspectors. I am responsible for factory inspection and the work of the Department generally. Mr. Davies, have I a right to vote in this convention?

Mr. Davies: In answer to your question I would ask if you think it would be right for your organization to vote where it was not represented, where your delegates were not represented.

Mr. Williams (New York): I will agree with Mr. Davies that no commissioner of labor who might be present here should be permitted to vote at this time, unless there is connected with his Department and under his charge and control a branch whose duty and business it is to inspect factories and enforce factory laws. Any commissioner of labor who is charged

with the duty of seeing that the laws are obeyed and factories inspected, should have a right to vote in this convention just as any other delegate.

Gentleman from Canada: I can't agree with the gentleman. The statement he makes is absurd. He might just as well say that in our Province where we have a Minister who is charged with the duty belonging to that office, he would have a right to vote here. He would have no more right to vote here than would the King of England.

Calls for roll call.

Mr. Guye: I am a Factory Inspector and Commissioner of Labor I am all there is to the office in this State. I have had my say with the Labor Commissioners, and therefore I am not entitled to vote with the Factory Inspectors. The Factory Inspectors are clamoring for their right to vote, whether they wish amalgamation or not. If Labor Commissioners vote as Labor Commissioners, I think the question can be settled in a very few minutes.

Mr. Williams (Secretary): Following up the remarks of Mr. Guye, who has just stated that, as a Labor Commissioner, he has had his say, I presume if that is true of Labor Commissioners, it should also be true of Factory Inspectors; that if the Labor Commissioners have taken their vote on this question and unanimously decided for amalgamation as such, they are not entitled to another vote in this convention. They cannot vote in their own organization and here too.

Mr. Warren: I am not disposed to rob the Labor Commissioners of any right to vote in his convention, and then come here and vote, but I claim my right to vote here.

Owen Doyle: I am Commissioner of Labor and also Factory Inspector. I have deputies under me and I am responsible for their work and responsible for their success or failure. I am perfectly willing to leave it to the pleasure of the delegates whether I am entitled to vote here or not.

Mr. Walsh: I suggest that every member who is a Labor Commissioner and Factory Inspector do not vote on this proposition and that such member withdraw and not vote. Personally I would like to attend both conventions, I see no use for all this wrangle and therefore I move, Mr. President, that we adjourn.

Motion to adjourn seconded and carried.

The Secretary announces:

Ladies and Gentlemen:

Do not overlook the illustrated lecture tonight at 8 o'clock in the Assembly Room at the Lindell Hotel. Mr. F. C. Schwedtman, of St. Louis has arrived and I assure you, you will be amply repaid, as the safe-guarding of machinery is one of the most important and interesting subjects we have to deal with.

SECOND DAY'S SESSION.

Lincoln, Neb., Sept. 19, 1911, State Capitol, 9:30 A. M.

Convention called to order by President Guyon.

Roll call of States on changes of, or new laws enacted during the past year. State of Illinois being called, Mr. Davies said: There have been changes in legislation in Illinois during the past year or more, the salient features of which I will touch on briefly. The department asked for 30 additional inspectors but only received 5. Then the bill endorsed by a member of the House and a member of the Senate at the request of the representatives of the Child Actors' Alliance. The bill provided that no child under 16 years of age should be permitted to take part in any theatrical performance without first petitioning and obtaining from the Juvenile Court a permit. The bill also provides for other safeguards and it was so drawn that the manager of the Telegraph Company as well as the manager of the Telephone Company were violating the law. There was a further amendment that when permits

were granted they should only be granted for children to appear in dramatic and operatic performances. I was requested by the Senate and members of the House Committees to come to Springfield on several occasions to furnish them with information in considering the merits of the bill.

The present law in Illinois, while it has accomplished some good, is extremely unsatisfactory, because it is constantly being evaded. Very frequently violations occur, which we are confident are violations, but the children either appear under false names or give false addresses and ages.

What I should like to see in Illinois is some law either regulating employment of stage children or so drawn as to be effective in prohibiting children from appearing on the stage. There is much to be said on both sides of the question and it requires the most careful, conscientious study to arrive at anywhere near the proper solution. People are liable to misunderstand your motives, become vexed with you if you do not agree with their ideas and will overlook the fact that you are giving, in an impartial way, the benefit of what 10 or 11 years' practical experience gives you, and are interested in the question. The cardinal principle to be observed is the welfare of the children, how the same can be best safeguarded and promoted. Personally, I expressed a desire that the appearance of all girls under the age of 18 be regulated. There is too much of the broiler business, girls that appear in abbreviated costumes and suggestive shows. Such ideas that I suggested, when so requested to do, are embodied in communications on the subject which I obtained at the time and these expressions or suggestions were put in black and white in the form of letters because I wanted them to be a matter of record. So much criticism was permitted that I intended to compile the letters and give them the same publicity, but the rush of other work delayed this action until, in my mind, it was too late for them to be of any real service in enlightening the public, but they will be given space in our reports and bulletins at the proper time.

It seems to me a serious mistake to allow a girl who has just reached that age in life of physical development when great changes take place, to allow her, untaught and uninitiated, to enter unrestricted into theatrical life and to take part in any old kind of a play or show—opera, musical, suggestive drama, vaudeville, concert hall, etc., and I believe this is worthy of your attention and impartial consideration.

The best piece of work accomplished during the last year was the enactment of the Occupational Disease Law which went into effect in Illinois the first of July, the only law of its kind in the U. S., and if properly respected will be a great benefit and will secure for many workers very much needed safe-guards and improved working conditions. The whole subject of occupational disease has been under consideration for a number of years in Illinois and in 1907 we secured the passage of a resolution by the Legislature which authorized the Governor to appoint a committee composed of 9, representing labor, manufacturers, medical profession and the citizenship. The first two years they worked without any appropriation—severely handicapped. The second two years they received an appropriation of \$15,000, which was carefully spent and thorough research work carried on. All members of the Commission served without fee for compensation. A copy of the law is herewith enclosed, worthy of your careful perusal.

You will note that the law deals directly in protecting employes in certain occupations and trades where poisons are used, such as sugar of lead, white lead, red lead, litharge, brass, zinc, etc. I trust that other states will promptly act on the subject, make investigations and pass the necessary laws. An investigation will be well worth your while. You will be surprised to learn the number of people who go to an early grave through industrial poison. The law provides, among other things, that all employes coming in contact with the dusts and vapors of poisonous material must be physically examined once a month and if any affection is shown or indicated the same must be reported to the State Board of Health and the State Board must report same to the Factory Inspection Department for action in accordance with the provisions of the Act. Manufacturers are required to furnish clothes

for working in shop, individual towels, hot and cold water (in some cases shower baths), also lockers for street and lockers for shop clothes, and separate rooms for eating purposes. To establish certain rules incident to the business itself, we have issued a rule requiring manicure sets—same to be used by the employes before eating meals and before leaving the shop for their homes. Lead poison (plumbism) is a disease contracted by inhalation or getting the poisonous material into circulation by means of the mouth. We have had cases where foreigners have not posted themselves on the dangers of the trade and after working only a few weeks or months they have been affected. Then we have other cases of employes where they have worked at the trade for years and have never been affected. Too little attention has been paid to occupational disease by the medical profession and medical colleges.

We are endeavoring, through the department of factory inspection, to carry on a burden of instruction and education. Not only are we endeavoring to reach the employer and employe but the medical fraternity as well. In one company in South Chicago, or Pullman, there were reported 60 men who showed some traces of lead poisoning. This does not mean that they are all invalids, but it does mean that many of them, unless proper and immediate care is taken, will be invalids. The law provides the right of action of any employe against the manufacturer for any willful act on the part of the employer which results in sickness, invalidism or death. The statute specifically states in round figures \$10,000 as the sum which can be sued for.

I had the honor of serving as a member of both Commissions and now feel the duty or obligation of enforcing the new law. We also secured from the Supreme Court of 1910 a decision sustaining the Ten-Hour Law for women. Copy of submitted for the record. And I wish to thank the good men and women of our State, Mrs. Raymond Robins, Mrs. Agnes Nestor, Mary McDowell and Annie Maloney, and many others, for the hard and earnest fight they put up before the Legislature to secure the passage of the Ten-Hour Law, the National Consumers' League, Mr. Louis Brandies, Eminent Counsel, and my personal counsel, Mr. Samuel Harper and Mr. Calhoun, Minister to China, for the excellent services they rendered in behalf of the woman workers, trades and industries of Illinois.

Our department believed from the first and most earnestly endeavored to sustain the constitutionality of the Law, and with due modesty we express our personal pleasure at the successful termination of the endeavor. Our judiciary, ever quite and properly conservative, is awakening to the needs of the hour and are realizing, as each year advances, there have been great changes going on during the past 15 or 20 years in industries and that the strict interpretation of law as to class restriction must now receive more liberal consideration and interpretation, especially when such acts or legislative measures are in behalf of the conservation of the public health. That is, if we are going to properly look after the health of the industrial workers and the welfare of the coming generation.

The Ten-Hour Law was amended this year so as to include an addition of mechanical establishments, factories and laundries and other lines of employment. For instance, the law now applies so as to limit the work of any female to 10 hours a day in a hotel, restaurant, telegraph or telephone establishment, or office thereof, or any place of amusement.

I was personally very anxious to secure what is very much needed in Illinois and that is a technical factory inspection department and complement of inspection services, and establishment of a laboratory providing for the appointment of technical engineers. We were unsuccessful in this endeavor, receiving but a very minor allowance in this regard. We have now a technical department but we are severely handicapped by lack of sufficient moneys and the proper corps. Factory inspector is a misnomer when applied to our department, for we deal with so many subjects. We have 354 towns on our books, 90,000 establishments and only 30 inspectors (25 previous to July 1st) and yet we are required to make inspection under the Child Labor Law, the law governing the manufacture of garments and wearing



J. J. WALSH, of Indianapolis, Ind.

Elected First Vice-President of the International Association of Factory Inspectors at Lincoln, Neb., September, 1911.

apparel, the over-seeing and constructing of building bridges, viaducts, etc., the Occupational Disease Law, the law applying to the manufacturer of butterine and ice cream, the proper protection of employes in the metal polishing and grinding industry, the construction of proper exhaust systems, the thorough inspection of every factory, mill and work shop, from the boiler room to the roof, electricity and electric wiring. We need several statisticians and have not any. We need electrical and mechanical engineers, a chemist and an additional medical inspector. We secured from the legislature a doctor this time for the department, whose duties are manifold. We have gotten together and are administering first aid to the injured, encouraging manufacturers to put these kits and supplies into their plants so they will be on hand and available in case of injury or mishap. We have made progress—yes, great progress—and we are going to keep at it—everlastingly at it. We want to encourage you and all other States to do the same. You have, many of you, very good departments but not complete. We have the greatest respect for the working and organizing of a number of the various factory inspection departments in other states but we do not want to rest satisfied, for after a careful study of the question of proper inspection services, I feel sure that I am justified in saying there is good room for improvement in each and every state and this includes Illinois. We should work in harmony, or, to put it in a better way, all organizations and associations interested in humanitarian work should work in concord with us and not in conflict, ever mindful of the rights of others, realizing that in our various capacities as Chief Inspectors we must exercise judicial consideration, promoting and fostering the interest of both employee and employer, unmindful and not caring whether the subject before us emanates from organized or unorganized capital or organized or unorganized labor, but be guided by the cardinal principle of what I can do to help my fellow men, each giving to the other the best information and aid which their services make possible. If you do this, you will be the material agents through whom an immeasurable amount of good may be accomplished, and you will, each of you, have the satisfaction that your services to your State and fellowmen have been somewhere near justifying the expression—worth while. (Applause).

In connection with the good we may do, and especially referring to the educational features of these meetings, I desire to go on record as saying that of the many conventions of this association which I have had the honor to attend, and of the many valuable addresses and papers I have had the pleasure of hearing, there have been none in my estimation of more real value to our members than the lecture of Professor Schwedtman last night. Illustrated as it was with numerous slides proving conclusively the necessity of modern and up-to-date methods in safeguarding human lives and limbs. It was a lesson such as we seldom have the opportunity of learning with so little effort. Usually such information comes through the hard school of experience and I am sure this Association is deeply indebted to Professor Schwedtman for his valuable efforts to inculcate in our minds that old maxim, Eternal Vigilance is the price of health, not only Eternal but Intelligent and Eternal Vigilance is absolutely necessary if we are to discharge the duties imposed upon us, and I move you, Mr. President, that this Association extend a vote of thanks to Mr. Schwedtman for the valuable information he so ably imparted. I also desire to include in that motion, Mr. Williams of Missouri, through whose untiring efforts to make this meeting a success we are indebted for the pleasure of having heard Professor Schwedtman.

Seconded and carried.

The State of Indiana being called, is reported by Mr. John J. Walsh.

Mr. Walsh:

Mr. President and Brother Delegates:

It affords me great pleasure to be with you on this occasion and to take part in your deliberations, for I can readily realize what a great good it is possible for this department to accomplish.

Several laws were enacted at the 1911 session of the legislature of the State of Indiana that were of vital importance to the working people of the State. A new Department known as the State Bureau of Inspection was created. This department is composed of a Chief of the Bureau and three Deputies; each Deputy is at the head of a Department. The Department of Factories, Buildings and Workshops; the Department of Mines and Mining, and the Department of Boiler Inspection. The head of the Department of Factories, Buildings and Workshops, and the head of the Department of Mines and Mining, are also the Labor Commissioners. The different heads of this department took their positions July 1, 1911, and the efforts they have put forth thus far have brought forth very favorable comment. The system we have established is proving very satisfactory. The Chief of the Bureau calls a cabinet meeting of the Heads of the different Departments every morning at 11 A. M., and all important business pertaining to the Bureau is discussed and ideas are exchanged as to the best methods to pursue to secure the desired results. At present each Department has five Inspectors, all practical men in the line of work in which they are engaged. The law specifies that all Inspectors must have at least ten years' practical experience. We are leaving no stone unturned to equip the departments with the very best knowledge that it is possible to obtain. We are very fortunate in having the hearty co-operation of our Governor, who is deeply interested in the success of our work. It was largely through his efforts that these laws were secured.

We have one of the best Employers' Liability Laws in the country. Our Child Labor Law has been strengthened, and a law has been provided for the protection of men employed in the construction of large buildings. These, with a number of other laws for the protection of workmen, have brought the State of Indiana up to a high standard as compared with the other states of our country. As I have submitted a number of questions for the question box and expect to enter into a discussion of the same when they are brought out, I will not take up any more of your time at present, but will submit a copy of the laws I have mentioned, to be printed in the report of the proceedings of the convention.

Iowa being called, Mr. Van Vleck said: Iowa has not very much to report on matters of new legislation. We introduced one bill last winter providing for adequate washing facilities and proper number of towels in workshops. Another one requiring doors to public places to open outward; another one for a shorter period of time after notice served for erection of fire escapes and fire guards; also providing for a penalty for the removal of safety guards. We have had some trouble of the safety guards being removed, and did not know of any other way of protecting them and keeping them on except by a penalty of law of from \$5 to \$100. The law went into effect the first of July.

Massachusetts, General Whitney: We have succeeded during the last year in securing five additional boiler inspectors, and three additional for workshop inspectors. The time of fifty-six hours per week has been reduced to fifty-four hours per week; the law goes into effect next January. There has been a bill passed penalizing employers for allowing any female working within two weeks prior to confinement, and a certain number of weeks after confinement. Another thing, an employer having a certain number of employes, I think it is placed at one hundred, must pay them on the quality of work at the end of the week.

Michigan, Mr. Powers: I think we should go to the sentiment of the people for the enforcement of the law. All people of intelligence agree on many things that ought to be done and show a willingness to do them; public sentiment usually indicates how far we can go. There has been more growth in public sentiment in Michigan during the last four or five years, than during the past fifty years, in the direction of securing legislation along this line. A change in the phraseology of the section limiting the hours of labor for children and women, was also indicative of the growth along that same line. The question came up in the Legislature in the desire of those who wished to amend the law. We have 54 hours for women, but heretofore it

has been almost a dead letter. The Inspectors of our State would go into factories and inform employers of the fact that they were violating the law. They would promise to look into the matter, but very little would ever be done. I think I read in our report that the law was not being enforced, but that efforts would be made in the future to enforce it. I am pleased to say that the law is being enforced in Michigan now better than ever before. There will be an enforcement of the law on our statute book against the employment of women as an additional enticement for saloons; that is, women will not be allowed to sing, dance or take part in saloon work. Our opposition to that was strong and did not come from the ordinary saloon man; nor from those who in recent years have developed and who have desired to cater to the better class of people, so-called. We found that our opposition to it emanated from the very lowest saloons, indeed, we have, through the energy of our Deputy here, in the City of Detroit, recently brought one of these into court. He pleaded guilty to the charge, and paid his fine. So that in Michigan that is settled and is another step forward we have taken.

In regard to the matter of diseases, a Commission has also been appointed for the purpose of investigating and reporting to the next legislature as to what lines of education it would recommend in that direction.

I am sure it will be recognized by all the members of this convention that advance in such directions cannot be made in any state without some helpful gain in the same direction coming to all the other states. The splendid interstate service performed by the great newspapers of our cities, the great lines of railroad that run east and west and north and south, know nothing of state lines of division boundaries. It will, therefore, be true that the public sentiment which leads to advance legislation and to effective public accomplishment in one state will be re-echoed and repeated through the creation of similar public sentiment and similar legislation in other states.

A movement in two directions, interesting and possessed of great value to the work we are engaged in, is now in progress in Michigan. Our State Board of Health, through action of the last session of the Legislature, was given authority and required to secure information and statistics relating to occupational diseases.

It is known to be true that there are some lines of labor surrounded by conditions that make sickness and physical suffering almost inevitable. It is further recognized that there are ways and means through which such unfortunate conditions can be remedied and sometimes removed. It may be true that the employer and the employe to whom the suffering and the loss incidental to occupational diseases will first and most directly come should be sufficiently interested to do all that could be done and minimize and to prevent them. But the proprietors and managers of industries and their employes are subject to competing and to compelling conditions which in most instances leave it impossible for them to do what should be done in this direction.

It is further true that the corrective work that could be done and would be done by individual employers would at best be but for a limited time and a single plant. This is why it has seemed best that the unquestioned interest of the state as a whole in the lessening and preventing of occupational diseases should be expressed through state action. It is expected that the result of the work of the Michigan State Board of Health will provide information through which such action as may promise good results can be taken by the next legislature.

The recent session of the Michigan Legislature provided, at the request of Governor Osborn, for a commission to investigate as to the experience involved and the problem relating to employers' liability legislation. It is believed to be true in our state that we have outgrown the methods now existing there, of providing for the injuries of the workingman through such industrial insurance as may be agreed upon between workingman and employer as in the absence of any such provision to resort to suits and settlements or to permit the burden of loss and injury to be borne entirely by the workmen.

In connection with this subject we know in Michigan as it is now known in the other states of our country that direct interest in such experiences is by no means limited to the employer and his employe. The community and the county and the state must necessarily share in the burden and the loss that comes to the homes of its people and to its industries. The interest of the community and the state is best provided for by some permanent and dependable provision through which the employe can be provided with some share of remuneration in case of serious injury and through which the employer can be protected against the danger of ruin through circumstances beyond his control and through the unreliable exigencies of damage suits and expensive litigation.

I have referred to the important advance made the accomplishment sought through state factory inspection and labor departments by the creation and development of public sentiment. I am persuaded that the best work our departments can perform to the people of the states we represent is through the use of the better sort of publicity, through giving information touching conditions that should not exist and through open approval and commendation of individual and organized efforts leading in the direction of betterment and improvement. It is probably true that the most influential newspapers of the states we represent will gladly give space and approval to the worthy purposes our departments are seeking to affect, and they probably will gladly join us in denouncing and disposing of undesirable and unnecessary conditions. Well directed and reliable publicity should be regarded as one of the most effective agencies through which the work we are seeking to do can be performed.

A very important purpose in that direction for our country as a whole is performed through these national and international conventions of state factory inspectors and commissioners of labor. I am sure that we have gained much here in Lincoln during these convention days from our personal association and exchange of ideas. I have been pleased to note the character of the men who have been selected to do the important work entrusted to them in other states and I have gladly noted that they are possessed of the same earnest and anxious desire to be helpful to their state as a whole and to effect really good work in the direction of their especial duties that I have hoped could be true of the men related to this work in my own state.

Through the years gone by we have regarded as community inflections the so-called long haired agitator and the aggressive enthusiast. It seemed perhaps to those who were very busily engaged in matters relating only to themselves that these alleged agitators should not trouble well-meaning citizens who were attending to their own business. But we recognize now, that the agitator and the enthusiast were performing valuable service. Their efforts related to that which should have been the business of the well-meaning citizen, even though the latter did not then recognize the fact.

In ways of our own, perhaps, and through means not quite the same we who are here today, are seeking to utilize and to continue the desirable and practical sentiment created by the enthusiast and the agitator of other years. I am sure we seriously regard the possibilities and responsibilities of the work we are seeking to do, without the least desire to appear egotistical or to magnify our relation to the general good. I wish to say that I sincerely believe that there is no other body of men in all this country that have more to do with real advancement and improved efficiency than have the labor commissioners and the factory inspectors of our country. There is a value in our relation, a value in every word of our reports. If we can get the fullest benefit out of them we will be the better able to increase the growth of public sentiment in our several states. I would be glad to report such sums as our friends from Illinois and New York, but we shall all be able to get much benefit from their work. I thank you. (Applause.)

Mr. Van Duyn, of the Commissioners of Labor, now requested permission to present report from that Body.

Mr. Watson, of South Carolina, moved that we do now suspend the further roll call of States for the purpose of receiving the communication.

Motion seconded and carried.

Commissioner Van Duyn:
Mr. President and Delegates of the International Association of Factory Inspectors:

I have the honor to read you the following communication.

Lincoln, Nebraska, September 19, 1911.

International Association of Factory Inspectors, Lincoln, Neb.

Gentlemen:

You are respectfully notified that the International Association of Officials of Bureaus of Labor in convention assembled this day adopted the report of the committee regarding the plan of amalgamation of the Factory Inspectors and Labor Commissioners Associations. Also we respectfully request that your Association arrange to meet with the Officials of the Bureaus of Labor tonight, at 8 P. M., in joint session to discuss the topics as specified by the programme and subjects which your association may wish to take up at this meeting.

Respectfully submitted,

J. D. Beck,
President.
W. L. A. Johnson,
Secretary.

Lincoln, Nebraska, September 18, 1911.

Report of the Joint Committee on the amalgamation of the International Association of the Factory Inspectors with the International Association of Officials of Bureaus of Labor.

After electing a Chairman and a Secretary the Joint Committee proceeded to formulate the following resolutions:

1st. That the name of the amalgamated organization be in future known as the International Association of Officials of Labor Bureaus, Factory Inspectors and Industrial Commissioners.

2d. To provide one set of officers equally divided among the branches of the Association of a President, Secretary-Treasurer, and five Vice Presidents, who shall constitute the Executive Committee. No two of which shall be from one state or province.

3d. To provide sectional session for the consideration of department subjects to be presided over by a chairman selected from and by each branch or department one year in advance.

4th. To provide that the newly elected officers shall constitute a Rules and By-Laws Committee to report same to the Association at its next convention subject to amendments of said convention.

5th. That upon adoption of this report by each Association and them in joint session the amalgamation shall be in full force and effect.

Signed by the Joint Committee.

W. L. A. Johnson,
Chairman.
Louis Guyon,
Secretary.
E. W. Van Duyn,
M. L. Shipman.
C. E. Warren,
John S. Whalen.

On motion duly seconded and carried, the report from the Commissioners of Labor was laid on the table for future consideration until after the roll call of States was completed.

Further roll call of States being made, Mr. F. E. Hoffman of Minnesota responded as follows:

Mr. Chairman and Members of the Factory Inspectors' Association:

Our State Legislature in 1909 passed a law creating an Employers' Compensation Commission, to study the question of industrial accidents and

employers' liability and to report to the next Legislature a bill providing for a system of compensation for industrial injuries.

The commission, after an exhaustive study of the problem, submitted a majority and a minority report to the Legislature the first of this year. There was, a short time previous to the session, when it seemed probable that a bill could be drawn that would be approved by both employers' and employees' associations, thus insuring its passage, but this hope was soon blasted after the Legislature met.

As a result of dissatisfaction six different bills were presented, from conservative to extremely radical. Committees of both branches of the Legislature labored indefatigably for several weeks to reconcile the several factions interested, but without success, and after reporting all bills back without recommendations no further serious consideration was given the subject by the Legislature.

The agitation, however, was not completely wasted, as many a lesson has been learned therefrom. At the time the commission was created a new law was passed requiring all industries to report accidents to our department. These reports were to contain data covering almost every phase of the accident.

Previous to the enactment of this new law the largest number of accidents reported in any one year was approximately thirteen hundred. Under the new law the total number reported has been 8400 for the year ending July 31, 1910; and 8329 for the year ending July 31, 1911. These figures do not include railroad accidents, except in shops.

The data contained in the first year mentioned has already been published by the department in its last biennial report, of which you have all received a copy. It has been largely commented upon as the most complete report of its kind ever issued by any State Department. The next report will contain a study of three years' accidents, which we hope to make still more complete and interesting. Opportunity has been afforded to get more complete details as to wages; length of disability; mechanical cause of injury and other interesting data. The value of such statistics has been recently impressed upon this department by the following experience.

Our Child Labor Law, among other prohibited occupations under 16 years of age, prohibits employment at "operating or assisting in operating laundry machinery." One of our inspectors, a short time ago, found two girls, 15 and 13 years of age, feeding a mangle, and made complaint against the firm. They, in their answer, have demurred to the complaint on the grounds that the law is unconstitutional, in that a mangle is not a dangerous machine. We have been studying reports of many departments and only a very few of them contain any information showing the machines upon which injuries occur or other data which we could use as evidence in the suit. We will endeavor to have our report contain this information in the future.

One serious defect has been found in our law. It provides that reports must be made by "every employer of labor engaged in industrial pursuits." This has been construed by our attorney general as not applying to railways, except as to shop accidents, and as a result the data concerning over two thousand accidents on our railroads was not obtainable. An effort to remedy this defect by amending the law failed at the last session of the Legislature.

Other legislation considered by the Legislature, and in which we were interested is as follows:

A new compulsory education law was passed which contains the following noteworthy features:

1. Every child between 8 and 16 years must attend a public or private school.
2. Children may only be excused upon evidence that the child's bodily or mental condition prevents its attendance at school or application to study; or, that the child has completed the studies ordinarily required in the eighth grade. Poverty as an excuse has been entirely eliminated.
3. A complete census of school children must be taken annually.

4. The Labor Commissioner is required to assist in enforcing the law and has power to revoke excuses improperly granted.

The Ten-Hour Law for women workers was amended to include manufacturing and mechanical establishments.

A new law was enacted requiring safety devices on corn shredders and to be approved by the Labor Commissioner.

The factory laws were amended by giving the bureau power to prohibit the use of unguarded machines and attach a notice to that effect; by requiring signaling devices between engineroom and workrooms; giving the department jurisdiction over elevators that carry liability insurance; requiring the designation of fire escape exits; authorizing factory inspectors to demand that stairs be covered with rubber if it is in their opinion necessary; making the owner of buildings responsible for the erection of fire escapes and extend the provisions of the law to all buildings where labor is employed; designating the maximum number of employees to a water closet; and requiring employers to furnish cuspidors in workrooms.

The law licensing employment agencies was completely remodeled and extended to apply to agencies employing female help. Under its provisions general agencies are required to pay a license of \$150; male employing agencies, \$100; and female employing agencies, \$75. A memorandum of the terms of employment, the kind of service, the period of employment, wages and board, must be kept in a book, and all records are subject to inspection by the Labor Commissioner.

The department had introduced a number of other bills which failed to pass. Among these was a bill to amend the extortion law to cover several abuses of workmen of which the department had learned; a bill requiring physicians to report occupational diseases to the department; a new child labor law; a clearance bill for railroads; and a bill authorizing the appointment of a medical inspector in the department, and also involving several increases in salary. Although the last bill failed to pass, the salary increases were partly secured by special appropriations, the Statistician receiving an additional \$300, the Deputy Commissioners \$200, and the Factory Inspectors \$100. The contingent fund of the department was increased \$2,000 and the Women's Department \$4,200.

FACTORY INSPECTION.

The large number of accidents previously mentioned decided the Department to make a vigorous campaign for accident prevention. Though we have not lost our interest in statistics and appreciate their value as much as ever, we determined that the most interesting table we could publish was one showing a marked decrease in industrial accidents as a result of our efforts. The vigor of the inspectors' efforts is shown by the number and nature of their recommendations to factory owners. More than four thousand factories and mercantile establishments have been visited, and, though the entire results of our investigations have not been tabulated, the following brief summary of 2,701 recommendations made and orders issued will give some idea of the conditions found and remedies suggested:

MACHINERY AND OTHER SAFEGUARDS

To place on or about machinery.....	1,746
To guard pits and other dangerous places.....	28
Place handrails on stairways, platforms, etc.....	94
Guard elevators and hoistways.....	65
Repairs to buildings.....	63
Paint safety devices red.....	17
Improve light on stairs and in workrooms.....	10
Place signal gongs on elevators.....	7
Provide signal system between engine room and workrooms..	3
Post danger warning signs.....	3
Place rubber matting about electrical apparatus.....	2
Total.....	2,038

PRECAUTIONS AGAINST FIRE.

The several terrible holocausts in eastern factories during recent months have caused special attention to be paid to fire protection by this department. We have received hearty co-operation of the building inspection departments of the large cities in this work, and the following suggestions were made:

Provide new or additional fire escapes.....	22
Improve facilities for egress from building by stairs, repairs to windows, ladders to roof, etc.....	70
Remove obstructions from fire escape exits.....	66
Repair and extend fire escapes.....	16
Designate fire escape exits.....	54
Provide fire extinguishers.....	27
Recharge fire extinguishers.....	28
Provide metal receptacles for waste paper, etc.....	3
Total.....	286

IMPROVEMENTS IN WORK PLACES.

A variety of recommendations have been made for the purpose of improving the conditions of health, comfort and morals in work places. Some of them were made without specific authority of law, but most of them were readily accepted and complied with. In cases where we have found opposition the matters were frequently reported to the local health departments. The distinct nature of each recommendation is not given here, but the recommendation in general are summarized:

To improve sanitary conditions.....	161
Provide additional and separate toilets for male and female employees.....	47
Designate toilets for males and females.....	40
Improve ventilation in work rooms.....	22
Reduce working hours of female employees.....	16
Provide seats for female employees.....	5
Provide dressing rooms for female employees.....	4
Provide larger workrooms.....	2
Place boards on concrete floor to stand on.....	1
Provide medical chest.....	1
Total.....	299

FROGS AND GUARD RAILS.

One inspector is detailed to inspect the blocking of switches, frogs and guard rails at the principal railroad terminal points of the state. In the smaller towns the work is looked after by the factory inspectors in their periodical visits.

Four hundred and one railroad yards have been thus far visited. The conditions found indicate that the blocking has been improved during recent years, but 67 orders to replace bad and missing blockings were issued, most of which were immediately complied with. Six other orders required the companies to remove obstructions that were dangerous from near the tracks.

A bulletin (Bulletin No. 2) on safety has recently been issued by the department, containing many valuable suggestions for employes and employers. A careful study will be made of the accidents in each particular industry, and it is the intention to issue further bulletins and to hold meetings with leading manufacturers in each line to discuss prevention in the future.

In addition to this the department is collecting an exhibit of modern devices and appliances to be installed in its office at the Capitol in St. Paul. It contains also many photographs showing the guards adopted by many local firms, as well as efforts made in promoting sanitation. This exhibit is being shown annually at the State Fair, and during the last week was visited by thousands, employers and employes.

CHILD LABOR AND TRUANCY.

Considerable time has been devoted to enforcement of the child labor and compulsory education laws. The statistics given are no adequate revelation of the time devoted to this work, as it has been the policy of the department to exhaust every effort to secure enforcement before resorting to prosecution. Most of the persons dealt with, especially in truancy cases, are exceedingly poor, or exceedingly obstinate, and a large amount of patience is needed to secure results, entailing frequent visits to their homes.

Three orders were served on employers to comply with the Child Labor Law. A total of 1,278 truancy cases were investigated. Most of the children were returned to school. This was not accomplished, however, until 31 parents were brought into court. Eleven of these were fined and paid costs amounting to \$97.35. The other cases were dismissed or suspended upon the promise of the parents to comply with the law in the future. One case against an employer of labor for employing two young girls at dangerous employment, is now pending in the Hennepin County Courts.

I thank you for your attention. (Applause.)

Mr. Williams (Missouri): I move you, Mr. President, that we suspend further roll call of States for the present, temporarily, or until first order of business after dinner hour. I would say that Mr. Watson is ready to make his report as Secretary. My idea is to have his report read and referred to Auditing Committee.

Motion seconded and carried.

Columbia, S. C., Sept. 16, 1911.

Hon. W. W. Williams, Secretary-Treasurer, International Association of Factory Inspectors, St. Louis, Mo.:

Dear Sir:

I beg to submit brief statement of receipts and expenditures, for the year 1910, during my incumbency, which statement has been unavoidably delayed by the fact that I only received statement and records from my predecessor, owing to his illness during the session of 1910, as my incumbency was ending, and for the reason that I have encountered delays occasioned by the illness of the stenographer and of printing. Even today I am unable to close up outstanding matters fully, as I have not yet received the bill for the printing of the reports, the job only being delivered hastily today.

As quickly as possible the final transfer of all matters will be made, and I suggest the continuance of the Auditing Committee, if that be deemed necessary.

RECEIPTS.

Balance from 1909, (Turned over to me by Mr. Kielty) ...	\$ 2.26	
DEPARTMENT	DUES	REPORTS
State of Connecticut.....	\$10.00	\$ 7.50
Province of Ontario.....	10.00	.....
State of Illinois.....	10.00	7.50
State of Wisconsin.....	10.00	3.00
State of Indiana.....	10.00	.....
State of Oklahoma.....	10.00	.....
State of Ohio.....	10.00	.....
State of New York.....	10.00	30.00
State of Maryland.....	10.00	3.00
Province of Quebec.....	10.00	7.50
State of Rhode Island.....	10.00	.....
State of Missouri.....	10.00	.....
State of South Carolina.....	10.00	12.00
State of Kansas.....	10.00	5.00
State of Iowa.....	10.00	7.50
	\$152.26	\$83.00
		\$235.26



HENRY A. CLARK, of Toronto, Ontario.

Elected Second Vice-President of the International Association of Factory Inspectors at Lincoln, Neb., September, 1911.

EXPENDITURES

Postage.....	\$ 14.88
Wrapping Paper, Twine, etc.....	.95
Express.....	5.39
Badges.....	4.00
Stenographic Work (Mrs. Summers).....	30.00
Printing, Stationery, Circulars, etc.....	29.00
Expenses, Stenographer, (Miss Barnhardt).....	6.00
Phones.....	2.60
Telegrams.....	2.35
Stenographic Services, (Miss Barnhardt).....	10.00
Salary, Secretary-Treasurer.....	25.00
	<u>\$130.17</u>
Receipts.....	\$235.26
Expenditures.....	130.17
Cash on hand.....	<u>\$105.09</u>

The only bill outstanding is that for printing the reports, the orders for which are now being filled. This bill will probably be about \$220.00, as against \$299.00 for the year 1908-09. This will, therefore, leave a deficit in the treasury of some \$115.00.

At the 1910 session I called particular attention of the Association to the condition of the treasury, and urged that some steps be taken to put the Association on a good financial basis. At that time there was just \$2.26 on hand, turned over to me by the retiring Secretary-Treasurer. The receipts in 1907 were \$356.65, and the expenditures were \$327.65. In 1908 the receipts \$485.00, and the expenditures \$473.60. In 1909 the receipts were \$319.50, and the expenditures such as to leave a balance of only \$2.26. In 1910, as shown, despite every possible effort, the receipts are only \$235.26, while the expenses are about as usual.

If you desire it, I will close up the outstanding accounts, as far as possible, and turn over to you the unpaid portion of the bill for printing, as this will save you any trouble in concluding the business of the brief year, incident to the changing of treasurers occasioned by Mr. Kielty's illness.

Herewith I transmit all correspondence files. The old records, kept by Mr. Kielty, will be forwarded to you by express.

Very truly yours,

E. J. Watson.

It was moved and seconded that the report be received and referred to Auditing Committee. Carried.

Secretary Williams: It is necessary that delegates indicate their intention in regard to the payment of dues and reports before this convention adjourns, so that I may know what my responsibilities and liabilities will amount to. It will be necessary to liquidate all our obligations before this convention adjourns.

Mr. Watson: Some of the Departments have placed orders for a limited number of reports without paying for them; they are not included in this report. Those are to be sent to the present Secretary-Treasurer, Mr. W. W. Williams.

Question: How much are the reports?

Mr. Watson: Thirty cents apiece.

Mr. Williams (Missouri): It will be impossible to handle this business unless sufficient funds are forthcoming. If I am to continue in this position, pending the time when I am to turn the office over to the newly elected Secretary-Treasurer, it will not be policy to adjourn this convention until a thorough understanding is had and sufficient money pledged to properly handle the business. We are under obligations now, and I would not care to assume this nor any greater sum without a definite understanding.

Mr. Walsh, of Indiana, pledged his state for 25 copies of reports.

Mr. Powers, of Michigan, agreed to take 25 copies.

Mr. Kearns, of Ohio, pledged for 35 copies.

General Whitney, twelve copies.

Mr. Burke, Ontario, pledged 25 copies to Mr. Watson, amount \$7.50, and said as soon as reports were received, upon receipt of bill issued in triplicate, he would remit.

Mr. Ellery, of Rhode Island, pledged 25 copies and dues.

On motion convention returned to roll call of States.

California, Mr. W. J. French, of Accident Board:

Mr. Chairman and Delegates:

California is immensely weak in labor laws and laws that come within the purview of an association of this kind. We have a State Labor Bureau, but with the exception of the last year or two, and with the exception of one gentleman who filled the position during the last decade, the office has not rendered the service to the State it should, much to the regret of those who were interested in labor matters in California. However, Governor Johnson has placed in these positions men who are doing excellent work. One of the bills passed by legislature last winter was the Eight-Hour Law for women. The first, I believe, in the Union, closely followed by an eight-hour law in the State of Washington. That law went into effect several months ago. We had considerable opposition to it and the matter is now before the Supreme Court of the State of California. We are rather inclined to believe that the Supreme Court will decide it constitutional. Of course we may be in error; but we know that in California, as in other states that the judges are beginning to think twice and recognize the sentiment of the people.

The only exemption in this female labor law is during the fruit or canning season.

With that exception women and girls are prohibited from working more than eight hours in any one day. We have absolutely no accident prevention laws on our statutes. But we are starting an agitation in that direction. The State Labor Commissioner has only three or four deputies and is unable to do very much with the laws that come within the scope of his office in that respect. We have lately changed the employers' liability law; it went into effect the first of this month whereby the fellow servant rule, assumption of risk and clauses of contributory negligence were modified; and in conjunction with that a workman's compensation act somewhat after the plan of Wisconsin was enacted.

I might say here that some short time ago the Southern Pacific Ry. Co. had a damage suit which resulted in a judgment against it for something like eighty thousand dollars. The suit was brought in the Superior Court of one of the counties, and from there appealed to the Supreme Court and there the decision was affirmed. Plaintiff was run over by a train on that road and injury resulted in the loss of a leg and arm. Verdict carried interest with it which amounted all told something like \$92,000. California is rather proud of that decision for if that man had been a millionaire the verdict would not have provoked very much discussion but being nothing but a horse trainer his leg and his arm were of more use to him than would be the leg and arm of a millionaire.

We have several other laws placed on our books relating to occupational diseases in which the Labor Commissioner and the Board of Health are required to co-operate. California is here for the first time before this convention. We realize that we have to start at the bottom and work up. We are here for the purpose of learning all we can and the Industrial Accident Board is anxious to secure all the data and information possible so that the commissioners may have an opportunity of preparing other laws for legislation that will enable California to take the place she is entitled to; and for additional reason that as soon as the Panama Canal is opened we will have coming to our shores thousands of emigrants direct from Continental Europe. They will not be required to travel overland, and it will bring up complex problems and we are desirous of preparing ourselves in advance to face these problems when they shall come up, and in that way advance the interests of the workers and the people generally. (Applause).

Mr. Williams (New York): Regarding the exemption in the fruit industry business, what is the nature of the exemption—of the 8-hour law?

Mr. French: Well, it exempts those engaged in the fruit or canning industry which is an industry peculiar to California. They employ very many people and represent a large outlay of capital. The exemption was made for that reason and because a decision had been rendered permitting such an exception.

Question: Are they entirely exempt from any restriction as to hours of labor throughout the year or is it only during the fruit season?

Mr. French: It is only during the summer that women are employed. The fruit matures in the summer time and for two or three months anybody that wants work in that line can get it.

Mr. Davies: In regard to the number of hours, can they work over time if they wish?

Mr. French: They are not permitted to work over eight hours in any one day.

Mr. Davies: We have any number of cases where they work by piece work, and the girls will falsify as to the time they work. We had trouble under the old law. The new law requires that they must keep a time book; besides that, the making of a false statement in this respect, upon conviction, shall be punished by a penalty. You could hardly blame a girl for not wishing to lose her job.

Mr. Smith (Michigan): We have a law giving inspectors authority to issue subpoena compelling them to come in to his office and be questioned as to the number of hours.

Secretary Williams: It is nearly time to adjourn and before doing so it becomes necessary to take action on the report sent in from the Labor Commissioners which we have on our desk. For your information I will again read this report from the Joint Committee on Amalgamation. Report reread and Mr. Williams continues:

It is the wish of the Officials of Bureaus of Labor that we take action on this matter and agree to meet them tonight at an evening session for the purpose of discussing it. The report was first laid on the table, I presume it is now necessary for a vote on the adoption or rejection of this report.

I move you, Mr. President, that we immediately without debate now take a vote on the adoption or rejection of this Joint Committee's report.

Motion seconded.

Moved and seconded that the report be taken from the table.

Carried.

Smith, of Michigan, moved that the report be adopted, which motion was seconded.

Williams (of New York): I move that we accept the invitation of the Officials of Bureaus of Labor to meet in joint session this evening; that we meet at 8:30 P. M.; that this Association shall convene at 8:00 o'clock and the report of Joint Committee be made a special order of business for that hour by this Association.

Motion seconded.

Mr. Davies: I move an amendment, that the action on the Joint Committee's report be laid on the table until after suspension of all business and the election of officers. (No second.)

During this discussion Mr. Maupin announced that this convention was laying themselves liable to be discourteous to the home committee which had prepared an entertainment for delegates at this present hour.

A delegate offers an amendment that this Association take a vote on the question as to whether it will amalgamate with the Labor Commissioners or not and that vote be taken by roll call.

The report of the Joint Committee again read.

The President: As I understand it, it is for a vote on adoption or rejection of the commissioners' report.

A delegate moves for the previous question to be now put.

Seconded and carried.

Also moved that convention vote by roll call and as states are called that delegates rise and announce their vote—an affirmative vote shall be considered in support of the report or the adoption of the report—if you vote yes you vote for the adoption of the report.

Seconded and carried.

Secretary calls roll of states.

	No	Yes
Illinois, five votes No.....	5	..
Iowa, two votes yes.....	..	2
Massachusetts, one no.....	1	..
Michigan.....	..	2
Minnesota.....	..	1
Missouri.....	1	..
New York.....	..	3
Ohio.....	2	..
Rhode Island.....	1	..
South Carolina—Wishes to be excused.	..	..
British Columbia.....	1	..
Province of Ontario.....	2	..
Province of Quebec.....	1	..
Dominion of Canada, Sask.....	..	1
Texas.....	..	1

Ten for amalgamation, and fourteen against.

On announcement of the vote by the secretary, President Guyon declared the proposition to amalgamate had been defeated.

(Pacta conventa Pro tempore, Esto perpetua.)

On announcement by the Auditing Committee that it was ready to submit its report, it was moved and seconded that same be immediately received. (Carried.)

AUDITING COMMITTEE'S REPORT.

Mr. President and Brother Delegates:

We beg to present the following report:

We find that during the year 1907-08 the total receipt were \$356.65		
Classified as follows:	Dues.....	\$160.00
	Reports.....	196.65
In 1908-09 there were 900 Reports sold, equivalent to.....		315.30
	Dues for same period	170.00
	Making a total of....	\$485.30
In 1909-10, we have not details at hand, but find—		
	Dues and Reports, Combined.....	\$319.50
	For 1910-11, Total Receipts.....	235.26
Made up as follows—	Reports.....	\$ 83.00
	Dues.....	150.00
		\$233.00
	Balance brought forward from last year \$ 2.26	235.26
For 1911-12 we anticipate cash, both Dues and Reports.....		166.00
But at present time we have, Cash on hand.....	\$105.09	
New York Dues paid in advance.....	10.00	
Cash in sight for Loss on 1910 Reports.....	33.00	148.09
Mr. Watson advises he will pay express charges on 1910 Reports.		

LIABILITIES

Printing 1910 Reports.....	\$220.00
Secretary Williams' account to date.....	43.30
Stenographer.....	50.00
Printing Reports 1911 Convention.....	250.00
Express charges on same (1911 Reports)....	25.00
Approximate postage charge.....	15.00
Stationery and Incidentals.....	50.00
	\$653.30
Cash on hand.....	\$148.09
Cash Anticipated.....	166.00
	314.09
Leaving Deficit of.....	\$339.21

On motion, which was seconded and carried, the Report of the Auditing Committee was received, placed on file and the Committee discharged

James F. Burke,	} Auditing Committee
G. E. Warren,	
J. Ellery Hudson,	

Mr. Burke: I might state that by referring to 1909-10 Minutes that there was no report from the following states: New Jersey, Pennsylvania, Nebraska, Michigan, Washington, Minnesota, Oregon, Massachusetts, Maine, Nova Scotia or Wisconsin.

And it has occurred to me that we might call on the different States to become sponsor for certain amounts.

Mr. Williams (of New York): I will take 150 copies of proceedings of this convention, and increase my order for last year's copies 70 additional.

Mr. Watson (of South Carolina): On behalf of South Carolina, I will duplicate my dues for this year, double my order for copies of Reports for last year, and take 50 additional copies of the present meeting.

Mr. Powers: Michigan will take 100 copies of this year's Report.

Mr. Burke: Toronto will take 100 copies of this year's Report.

Province of Quebec, 50 copies.

Mr. Davies: Illinois will take 200 copies of this year's Report.

Moved and seconded that this convention do now adjourn, until 8 o'clock this evening, for regular order of business. Carried.

EVENING SESSION

Evening Session, held at the Capitol Building, September 19, 1911.

Convention called to order at 8:00 P. M. by President Guyon, who announced that the order of business would be the hearing of further reports from States on new legislation.

Missouri, being the next State on the roll, Mr. Williams reported as follows: In view of the fact that prior to the convening of this meeting I was extremely busy with various matters concerning our Association, I failed to prepare a report for my State, and since coming to Lincoln I have been so interested in the reports of other States that I have failed to look after my own. I would like, however, to call your attention to some recent legislation in Missouri. At the last session of our Legislature there was passed probably one of the best, if not the best, child labor laws in the United States. We also passed what we term a Woman's Nine-Hour Law, which, while not embracing as many occupations as might be desired, and also that the Legislature failed to charge any one with its enforcement, we consider it a mighty step in the right direction. It is very brief and to the point. The statute says "No female shall be employed in any manufacturing or mechanical or mercantile establishment, laundry or workshop in this State, more than nine hours during any one day nor more than fifty-four hours during any one week." The penalty for a violation is not less than \$25.00 or more than \$100.00.

There was also passed a pure food and drug bill which I would be glad to recommend to any of you gentlemen who are interested along that line. In relation to food producing establishments; next to its good morals, the general public is perhaps concerned in nothing so much as in the purity, wholesomeness of its food supplies. We have found that in Missouri our inspectors cannot enforce the sanitary conditions without compulsory means. This is especially true of the smaller shops. I believe I am safe in saying that we have successfully prosecuted not less than 30 violations of the pure food law which I can assure you has a very remedial effect.

There was also passed what is known as a caboose bill providing for standard platforms and cupolas on cabooses, and a semi-monthly pay day was also passed. Several bills which were introduced through the efforts of Organized Labor, among them an Employers' Liability and Workingmen's Compensation Act, failed of passage. The Hon. Herbert S. Hadley, Governor of our State, who was intensely interested in such matters had prior to the convening of the Legislature appointed a Commission, of which your humble servant was a member, for the purpose of drafting an Employers' Liability and Workingmen's Compensation bills. Owing to the short time at its disposal and the enormous task with which the Committee found itself confronted, together with differences of opinion relative to what would be a suitable measure, the Committee was unable to report and so informed the Governor. There was also introduced in the Senate, by one of its members, a bill providing for the appointment of a Commission constituted of five senators for the purpose of investigating matters relative to an Employers' Liability Bill, but through an error, the Committee after adjournment found itself without funds to proceed.

There was also introduced a resolution submitting a constitutional amendment, which the voters will take action on in November of 1912. If successful, will permit children to attend school one year earlier, i.e., five years of age. However, our grand effort, the bill which we were most interested in, and which if successful would have been the police power for the various measures I have enumerated which did become laws, failed of passage. It not only failed to pass the House of Representatives, but it ignobly failed. From the Senate where the bill was originally introduced it immersed at a late date, carrying eight amendments which so altered it, it was scarcely recognizable. With the aid of its friends we were enabled by strenuous efforts to tack on nine House committee amendments, putting the bill back on its feet.

As I stand here and look back over those calamitous days and realize that our utmost efforts were without avail, that when at last we finally succeeded in getting it before the House for action, only to have it defeated, I am convinced more than ever that we never had a ghost of a show to secure its passage, simply because of the lack of knowledge concerning the benefits and reforms to be accomplished. We must awaken public sentiment, and that should be the keynote and watchword of this association. Progress is slow without it. The people must be made to realize the necessity of these reforms, sought to be accomplished because of their virtues. If this sentiment for protection and safety which all possess to a greater or less degree is permitted to lie dormant in the breasts of our citizens until some great calamity like the Collingwood fire, or the more recent disaster at the Triangle Shirt Factory has wiped out hundreds of lives, this Association has failed in its duty. (Applause).

Getting back to Missouri, however, we live in hopes, hampered by a fee system, lacking jurisdiction, and a sufficient number of inspectors to cover the territory, in need of broader and more specific laws, we are looking forward to the day when the Department of Factory Inspection in Missouri will be second to none. In the meantime, however, we are making some ten thousand inspections annually, and issuing about 1500 orders on a wide variety of subjects. We have prosecuted some fifty odd violations of the law, losing three cases; two 9-hour and one child labor law violators got way: They were guilty at that. I would be pleased to go into detail and tell you

of the wonderful things we are accomplishing, but time forbids. I have already mentioned a number of things that our department lacks, but before closing desire to explain what the lack of jurisdiction means and why we insisted so hard on a State-wide law. In Missouri we only make inspection in cities of 10,000 and up, which, of course, fails to reach a great number of our people; in St. Charles, a city of over 9000, lacking in fact only a few of the required population, is located one of the largest plants in the State. Those employes are denied the benefits and protection afforded by the factory inspection laws of Missouri. Throughout the State in the manufacturing industries there are 57,000 others similarly situated (and our bill was killed). I sincerely trust, however, that our efforts to awaken public sentiment will result in something definite being done for Missouri. We are badly in need of remedial legislation along these lines. (Applause).

Kansas, Mr. Doyle:

Mr. President and Fellow Delegates:

For certain reasons which I will explain, I was unable to get up a report. Our State printer failed to get a sufficient appropriation last time for his printing and as a result a whole lot of department reports were held back. He could not get them out until the first of July so that we are not able to get our report out any earlier. Our factory inspection report covers a field of some three thousand inspections and it is pretty nearly impossible to give you the exact figures and dates on that amount of work. I might say that in Kansas we have a different method and a more satisfactory one to laboring men in selecting labor officials and, while possibly some of you are familiar with the system and some are not, I will just read a part of the law of our state wherein you will see what an advantage we have in Kansas on controlling labor departments. It may serve to arouse interest in other states by which you can secure the same privilege. This was a general statute in 1909, Chapter 108; laws of 1898, Chapter 34.

An Act to create a State Society of Labor and Industry, with power to elect a secretary, who shall succeed to the powers and duties of the commissioner of labor statistics and be *ex-officio* state factory inspector, and an assistant secretary, who shall be assistant commissioner of labor statistics, and to collect, report and disseminate statistics of labor and industry, and repealing chapter 188, laws of 1885.

SECTION 1. Whenever seven or more laborers, workingmen, miners of coal, zinc or other minerals, for wages, mechanics, railway laborers or other wage-earners are now organized, or shall hereafter organize as a labor association or labor society, in any county, city or municipality in the State of Kansas, for the purpose of collecting, studying and disseminating statistics of labor and industry, or for the investigation of economic, commercial or industrial pursuits, or for the improvement and promotion of the various branches of labor represented by such associations or societies, or for other purposes hereinafter mentioned in this act, said association or society shall be authorized to choose one delegate for the first fifty members or fraction thereof and one delegate for each additional one hundred members or majority fraction thereof to represent such association or society in the annual meeting of the State Society of Labor and Industry, and said delegate or delegates shall be duly certified under oath as elected on the above basis, by the presiding officer and secretary of such association or society; such delegate or delegates shall be admitted to become members of the State Society of Labor and Industry until the first Monday in February next following, or until their successors shall have been chosen and admitted; provided, that such association or society shall have been organized at least ninety days, and that the officers of said association or society shall have made a report to the commissioner of labor, statistics for the previous year upon the labor and industrial conditions, and otherwise shall have answered such interrogatories propounded by the commissioner of labor statistics in his annual blanks; and further provided, that at any time any such association or society may recall its delegate or delegates by choosing their successors as herein provided for.

SEC. 2. On the first Monday in February, 1899, and every year thereafter, the delegates elected to said State Society of Labor and Industry shall assemble at the State Capitol, at an hour and place to be fixed by the secretary in his annual call therefor, said call to be sent to each association or society at least thirty days before such assembling; provided, that the call for the first meeting in February, 1899, shall be issued by the commissioner of labor statistics immediately after the passage of this act, and he shall preside at said meeting until the State Society of Labor and Industry shall have organized. Every association or society desiring to be represented in said meeting on the first Monday in February, 1899, shall, at least five days before said meeting, certify to the commissioner of labor statistics the election of its delegate or delegates. The delegates present at the time and place fixed for the said first meeting or any subsequent meeting shall be deemed a quorum competent to transact all business to be done by said meeting under this act, and said State Society of Labor and Industry shall be competent to adopt and amend a constitution and by-laws and other regulations for the government of said society and for the promotion of the purposes of this act, not conflicting with the provisions of this act. The delegates shall elect a president, vice-president, secretary and assistant secretary, which officials shall constitute a State Bureau of Labor and Industry, and said secretary shall be *ex-officio* commissioner of the Bureau of Labor and Industry and State factory inspector, and said assistant secretary shall be *ex-officio* assistant commissioner of said Bureau, and the terms of said officers shall be as follows: The president and vice-president shall hold their offices until the next annual meeting or until the election of their successors; the secretary and assistant secretary shall hold their offices for two years or until their successors are elected and qualified, unless removed by a two-thirds majority vote present at the next annual meeting. The election of the secretary of the State Society of Labor and Industry and the assistant secretary of said Society shall be certified, under oath, to the secretary of state by the president and vice-president of the State Society of Labor and Industry, and before entering upon the discharge of their duties said officers shall subscribe to the usual oath of office, administered by the secretary of state, and the official terms of office of said secretary and assistant secretary shall begin July 1, 1899, and biennially thereafter, except in case of removal. When said delegates shall have assembled on the first Monday in February, 1899, and shall have elected said officers, as provided in this act, the State Society of Labor and Industry shall be deemed constituted, and the presiding officer shall so declare, and the president and vice-president elected shall thereupon assume the functions of their offices, and said Society shall thereafter continue, and shall be known by said designation of the State Society of Labor and Industry. The present officials of the Bureau of Labor and Industrial Statistics shall continue to act as such officers and perform their duties under this act until the expiration of their terms of office and until the end of the fiscal year, June 30, 1899; and the unexpended portion of the appropriation made for the Bureau of Labor and Industrial Statistics for the fiscal year ending June 30, 1899, is hereby transferred and made available under this act, and such unexpended portion of said appropriation may be drawn for the original purposes for which they were appropriated. The secretary of the State Society of Labor and Industry, as a commissioner of said Bureau, shall have an office in the State Capitol building, properly furnished for the work of said Bureau, and shall perform his duties as herein provided.

Statistics on the mining industry, the wages and the number of employees of labor organizations are given. The law also defines what a factory is and what a work shop is and all of those things. I thought that the delegates from other states representing laboring people would be pleased to know how we have things under control in our state. In this manner, it is absolutely eliminated from politics. I would again say that politics do not change the administration one way or the other. And to prove that, will say that there was no change in Mr. Johnson's administration. Another thing that we have in connection with the state society is a legislative committee that has done a great deal of good work. We feel that we are in position, by reason

of having a state department, of getting better legislation and more of it than would an individual or a private organization such as a federation. Of course, the Legislature and the state officers in general take pride in maintaining the different state departments up to the standard. For instance, the attorney general saw that he could strengthen his department by communicating with our department and working in conjunction with it. We stand in the same relation to legislation. There is no antagonism in our different departments. The different departments want to co-operate with us in every way possible. I have some legislative committee reports showing the work in operation of the last few years and of what laws we have passed and what we have defeated which were detrimental to labor. Some of you might want to read them.

We feel, perhaps, like you all feel when the conditions of our factories are very good. We are fortunate in some ways perhaps that you are not. We have no really large cities. Kansas City has about fifty to sixty thousand, Wichita close to one hundred thousand and Topeka about fifty thousand. We have a considerable number of factories, but we don't have a great amount of child labor that some other states have. We have a very good statute on that. We have brought the child labor proposition down to a very close point and in the future I think we will get along better.

Question: What have you in the child labor law?

Mr. Doyle: It is short and I will read it.

(Page 123, Labor Laws of Kansas. Gen. Statute 1909, Chap. 80; laws of 1909, Chap. 65).

SECTION 1. No child under fourteen years of age shall be at any time employed, permitted or suffered to work in, or in connection with, any factory, workshop not owned or operated by parent of said child, theater or packing-house, or operating elevators, or in or about any mine. It shall be unlawful for any person, firm or corporation to employ any child under fourteen years of age in any business or service whatever during the hours in which the public schools are in session in the district in which said child resides.

SEC. 2. It shall be unlawful for children under sixteen years of age, where employed in the several vocations mentioned in this act, or in the distribution or transmission of merchandise or messages, to be employed before seven o'clock A. M. or after six o'clock P. M., or more than eight hours in any one calendar day, and not more than forty-eight hours in any one week. No person under sixteen years of age shall be employed at any occupation nor at any place dangerous or injurious to life, limb, health or morals.

SEC. 3. All persons, firms or corporations employing children in any of the vocations mentioned in this act, under sixteen years of age, shall be required to first obtain a certificate of the age of such children, based upon the school census records, the same to be secured where possible from the school superintendent, principal or teacher of the school or other person authorized by the school board to have charge of the school census records in the district or city wherein such children reside."

We had the law amended four years ago. Before that time, we experienced difficulty in getting the proper ages of children and so we had the law amended in this manner: "All persons, firms, corporations, employing children in any of the vocations mentioned in this act, under sixteen years of age, shall be required to obtain a certificate from the parent of such child."

In a great many cases in factory inspection work, I run up against some employers that are all right and who are willing to co-operate with the department and comply with any recommendation made; but you will find others who are very reluctant in the matter. They think that the inspector is a walking delegate representing the labor department and that he is paid by labor organizations to go around and create trouble. We are taking care of them. We have a very strong factory inspection law and it operates very effectively.

We also have a fire escape inspection law. We never could get a good fire escape law. Until two years ago, fire escape matters were in the hands of a



J. W. SMITH, of Detroit, Mich.

Elected Third Vice-President of the International Association of Factory
Inspectors at Lincoln, Neb., September, 1911.

committee who were unable to act and it was up to the local municipalities to make rules and regulations of their own. In that way there was no uniformity, so that two years ago we passed a fire escape inspection law. That was also placed under the jurisdiction of the state labor department for enforcement. Of course, these various other laws came under the department, but they had nothing to do with factory inspection. I believe our factory laws in Kansas are in very good condition, considering the amount of our appropriation and the small field force. I hope that will be stronger in the future.

I want to say a word to brother inspectors. I think factory inspection is a noble work, and the man who will apply himself, and take an interest in it can do a wonderful amount of good. In closing, I will say that I will submit a detailed report when my report comes from the printer.

Mr. Williams (of New York): Does the state society undertake to dictate to the commissioner of labor?

Mr. Doyle: No, sir.

Question: Has the Legislature laid down definite rules regarding power?

Mr. Doyle: Yes, sir.

Mr. Williams: What I had in mind is this—a commissioner is, according to statute, naturally selected by the representatives of labor as in other cases generally; and you know, as a matter of fact, that labor frequently expects administrative offices to enforce labor laws. In other words, that they sometimes demand more or less radical action. Have you any opposition by reason of the peculiar relation to the society?

Mr. Doyle: No, sir; not any. The commissioner cannot exceed the law in any way.

Mr. Williams (of New York): Yes, I understand that, but what I have in mind is this—there are thousands of men in the ranks of organized labor who do not know the provisions of the labor laws and have frequently said that the officer should do something that he has no right to do. Do you have such trouble?

Mr. Doyle: No, we never have so far and I am glad of it.

Mr. Williams (of Missouri): In connection with the remarks of Mr. Doyle, and I presume it is very true, that in Kansas they have not exhibited a desire for authority nor asked the inspectors to exceed their authority, and that also they are not all at least, entirely familiar with the various labor laws, as generally, I find the situation in Missouri. In fact, at a recent session of a labor organization, I took occasion to tell them that they were not familiar with the laws on their own statute books, put there for their own protection and I knew it to be a fact. I also know, being the first representative of organized labor to hold the position in the State of Missouri, that I have been expected by organized labor to accomplish more than they ever asked of other inspectors.

Mr. Doyle: We have not encountered any trouble of that kind. Representatives come to the state society every winter and are familiar with its plan and scope of its operation.

Question: How many delegates come?

Mr. Doyle: It is based on one for the first fifty and one for every one hundred afterwards.

Question: How many does it take?

Mr. Doyle: Generally from 250 to 300 delegates. They represent the organized portion.

Question: So, then, the labor commissioner of Kansas represents not all men who labor, but just—

Mr. Doyle: Yes, he represents the people of Kansas and is paid by the people the same as any other state officer. As far as that is concerned, we have a number of delegates who are elected in the same way. The state horticultural society elect their officers and they are supported by the state, and the same is true of the agricultural society and the academy of science, all are elected along the same line, so that the labor department has not been shown any more preference than any other society.

NEW YORK

Mr. Williams (of New York): In view of the fact that my chief inspector is present with a report at this time on matters which are peculiarly of interest to the factory inspectors, there are many present who do not know perhaps that in February last the then chief inspector tendered his resignation. It was accepted and Mr. John S. Whalen, who at one time was secretary of state, was elected to fill the vacancy. Mr. Whalen represents a high standard of organization and ability in this line of work and I will be pleased if he would make a few remarks upon legislation.

Mr. Whalen:

Mr. President, and Members of the International Factory Inspectors' Association:

As Commissioner Williams has told you, I am a recent appointee of the department of labor in the State of New York. I have always been identified with this movement. I have always been interested in the work and operation of all of the labor laws, not only in the State of New York, but of the entire country. I want to say that I believe the department of the State of New York is like many other departments throughout this country. You, in your own locality, as we, in ours, are not receiving the credit for the work that is being done. I thought I was somewhat familiar with this department and the work of Commissioner Williams, but you can imagine my surprise and even my amazement when I looked into the workings of the labor department of the State of New York. I found that this department had about sixty inspectors, and the total inspections made in one year was sixty thousand. I found that the number of accidents reported was nearly thirty thousand, and that there was a pay-roll of one hundred and twenty-five people; that in one year we handled 150,525 pieces of mail; that we inspected 250 mines and five thousand bake shops, and, in addition, watching 15,000 tenement houses. That gives you an idea of the work we had to do. When I came into the office, legislation was then before the House and I want to assure you that the commissioner, with the little assistance that I could render, entered into the work of proving to the Legislators of the State of New York that the legislation placed before them was honest and legitimate and that we needed it. The Wainwright Commission was composed of two senators, two assembly-men and two citizens. That commission recommended the drafting of the bill for the re-organizing of the labor department—the re-organizing of the labor department was known as the Phillips Bill, and it carried an appropriation of \$97,000. The commissioner and I got behind that bill with the honest endeavor of everyone interested, and it was passed and signed by the Governor. This bill now increases our inspectors to eighty-five and gives other needed things, among which is a mechanical engineer at a salary of \$3,500.00, gives us inspectors at \$2,500.00 apiece, and this commission is putting forth honest endeavor to get the best possible material there is in the State of New York with which to fill these positions. I am myself a firm believer in honest pay for an honest day's work, and that a man is worthy of his hire; and every inspector in our department on the first day of October receives \$1,200.00 where he formerly received \$1,000.00, and some of those who received \$1,200.00, will receive \$1,500.00, thereby giving the commissioner an opportunity to select men who are capable and men who are honest to carry on this work in the State of New York.

Men, I often wonder whether you realize the great work that we have before us there in New York State. Do you realize that in our legal department we have placed two thousand cases for prosecution? Do you realize that we are doing a work that requires us to keep constantly after the wrong doer? Do you realize that men today in New York, as well as in other states, in their greed for gold, are not only trying to force labor out of people, but they are trying to force a great profit under conditions that are not fair. I sometimes think that if they were shown up they would be ashamed of themselves. I am not going into any lengthy argument, but will say that we have accomplished very much in the re-organization of the department. We have

revised the Baker Bill, which gives better enforcement of law and better protection of labor in the bake shop. We have organizations holding meetings who suggest and bring about legislation and better conditions for the people inside of the factory, where we have little or no jurisdiction at this time. We will also increase the number of commissioners and their salaries.

I know of nothing else that I might say or suggest, but I say to you men that I have worked in public affairs, that I have been interested in labor movements, and I have waited for fifteen years for an opportunity to do what I am doing. As the commissioner told you, I have occupied the position of secretary of state of the great Empire State. I have worked in the factory and have travelled on the road, but I say to you here and now, that I have never spent my time so satisfactorily to myself, believing that I am accomplishing something so long as I am engaged in this work. And this has been my feeling every day since I was appointed and it is a great pleasure for me to come here to this convention. I deeply appreciate the courtesies that have been extended to me and I want to assure you success. I say to you men who are doing this work that I realize the obstacles that you run against because I have had to look into the work of labor and of the labor department. I have made inspection and I have talked with the man who employs labor, and I have seen the child that works, and I want to say that we will protect them; that the department of the State of New York, with its appropriation this year of \$320,000, is happy and satisfied. I don't believe Commissioner Williams, so long as he is in the department, will ever rest until he sees a condition in New York State that will not only compare with anything in the country, but what will be ideal.

Mr. Williams (of New York):

Mr. President:

I do not desire to take much of your time, but I am sure you will appreciate a word or two that I wish to say. Before I proceed, I cannot refrain from making a remark upon the work of Mr. Whalen since he has been in the Department. He was a man of much experience in public affairs, and he came into the work with a heart full of sympathy. He came in to learn, and said so, and he has demonstrated to me at every stage and at every moment that his determination is to make good. I am glad to bear testimony to that fact. He has referred to two bills that were passed by our Legislature and approved by the Governor, affecting the work of factory inspection. Other measures were adopted and approved, to which I shall refer very briefly. We have heard today from Mr. Davies, of Illinois, something regarding dangerous occupations and industrial poisons. Our Legislature enacted a bill requiring that all industrial poisoning caused by lead, phosphorus, arsenic, mercury, or their compounds, be reported to our Department. This is the first step in the State of New York towards securing information that will eventually furnish us with the proper basis for further legislation calculated to improve conditions in factories where such poisonous compounds are used. We do not know what this measure will produce, but we have reason to believe that it is a step in the right direction. We believe that it is the duty of the State to undertake to gather this information so that legislation, when enacted, shall be based upon actual knowledge of the facts; in other words, that it shall not be a haphazard effort, but one calculated to produce proper results.

It is the duty of the bureau of inspection to enforce the law relating to scaffolding used in building, and by painters. This law was found to be defective and was therefore amended in certain parts so as to make it more effective in the prevention of accidents. A copy of this law will be handed to the secretary for insertion in this report, so I will not discuss it in detail. Also, our law was amended with reference to hours of labor of children in mercantile establishments. It has been amended so as to include the children that are employed in barber shops and shoe polishing establishments. This was done so that the department could throw its protecting arms far out and reach these little children. There are alien children that are held virtually as slaves in many of these shoe polishing establishments. You know that

throughout the land, in our cities, there are colonies of Greeks who are imported into this country and placed in these establishments, and they are held there virtually as slaves, and we propose to deal with that situation under this new law.

We have also enacted a law under which immigrant lodging houses shall be regulated. It is in these houses that the immigrant is frequently subjected to all kinds of exploitation, fraud, and extortion, and it is now the duty of our department to protect him. These lodging-houses shall be licensed and required to furnish a bond as a condition prerequisite to receiving a license to do business. We have also enacted another law, which, I believe, will prove of great value to labor generally. We propose to prepare an industrial directory covering all communities having a population of one thousand or more. This directory shall contain information regarding opportunities and advantages for manufacturing; factories established; hours of labor; railroad facilities; and what the natural resources are, and other matters regarding social, economic and industrial conditions, with the view of furnishing information to all those who seek employment. There is a great waste arising from the fact that those who have labor to sell have no definite knowledge as to where there is a market for their labor. We propose eventually to put in the hands of the people accurate information gathered upon this subject. In that way we expect to serve our people.

We have on the statutes a law prohibiting the employment of aliens on public works. That law for many years has been a dead letter. We have tried to enforce it, but have utterly failed in our efforts for many reasons which I shall not undertake to enumerate here at this time. We have now a case before our courts which will determine the question as to whether that law is good or whether it is unconstitutional. There are many who believe that it is not constitutional, and who believe that the gates of our country are thrown wide open to the people of all civilized countries, and that those who have availed themselves of that open door should not be denied the privilege of employment on either public or private works. We are now in a fair way to have that question settled once and for all.

Something was said here this morning about the responsiveness of the judiciary to public opinion as reflected in recent decisions. We have had a case in our state with reference to the question of the payment of wages by a corporation. Our railroads claimed the right to pay laborers between the fifteenth and the twentieth of the month for the wages of the previous month. Agitation among railroad employees resulted in the enactment of an amendment to the law, requiring the payment of wages semi-monthly. The railroads fought that amendment stubbornly before and after it was enacted. We joined issue with them, and we won our fight in every court. In the initial court it was held that the law was constitutional and that the employee was entitled to receive pay for his work according to the statute. The case was appealed and went to the Appellate Division and finally to the Court of Appeals. We are glad to say that the Court of Appeals took the position announced by the initial court and upheld the law. I take that as clearly indicating that our courts are more and more becoming responsive to public sentiment, as reflected in the legislation to which I have referred.

I wish to say one word regarding the progress of legislation. We have had, as Mr. Whalen pointed out, in our State a commission which considered thoroughly the questions affecting our Department, and after consideration covering a period of almost two years, they decided to recommend the reorganization to which Mr. Whalen has referred. The reorganization has now placed the Department upon a basis which will enable it to perform its work more thoroughly, more scientifically, than ever before. It provides for a division of territory analogous to that which obtains in England, and we are very hopeful of results.

Regarding the interpretation of laws; it is my duty as Commissioner of Labor to interpret the laws of our State, and I have always proceeded upon the theory that the interpretation of law should be rational; that we should bring as much common sense to bear upon a question as we are possessed of.

I have never attempted to expand the application of any of our laws beyond that which, in my judgment, was clearly indicated in the language of the statute. We are avoiding, so far as may be possible, any antagonism which might be aroused by reason of technical interpretations.

Mr. Whalen has called your attention to a great increase in the appropriation for the Department. He has told you that for the coming fiscal year we have an aggregate appropriation of \$320,000. It occurs to me that it might be of interest to the factory inspectors attending this convention, to know that the factory inspection bureau will use up approximately two hundred thousand dollars during the coming fiscal year, and the remaining one hundred and twenty thousand dollars is to be divided between four other bureaus. We are making progress, and are glad of it. I have felt the responsibility that rests upon me as the chief executive officer of our Department. Three hundred and twenty thousand dollars is an immense sum of money and the responsibility that attaches to the expenditure of that money is exceedingly great. I feel that the people of our State are entitled to the best service that I am capable of rendering. I feel that I should not permit one dollar to be expended injudiciously or foolishly. That is the only way by which I can justify to the people the expenditure of this large sum of money that has been entrusted to my care. It costs something to run this convention, to run this Association. The cost is not represented in the report of our secretary-treasurer. That is but a mere drop in the bucket. When you stop to count the cost in salaries and traveling expenses, you get an idea of what I mean. These are important items. Therefore, I feel very kindly toward this Association, and believe it should feel its responsibility to the people of the various commonwealths and the Provinces represented here. This convention, Mr. President, should, as a matter of fact, be a school in which every person who represents a State or a Province may learn something. It is a school in which to secure instruction that will enable him the better to perform his duty after he shall return to his home. It is the only justification for the expenses that we throw upon our people in maintaining this Association.

And, while upon my feet, I wish to say that New York proposes to continue to expend money to maintain this Association, provided that the course of the Association is so shaped that we can say to our people that it is worth our while to attend its sessions; that the information gained in coming here is worth the sum expended.

I think I have taken up enough of your time, and I sincerely hope that after the storm that has hoveled over this convention, to some degree has been dispelled, that this Association will take a long step forward and will determine to devote more of its time to the consideration of questions of practical interest, in other words, that it will return to the old style of conventions that we used to have when I first became associated with those who are here today. If that can be secured, I pledge you that New York will stand firm and continue to send its representatives and to spend its money freely to maintain the Association upon a high plane of efficiency. (Applause.)

THE LAW REFERRED TO.

SECTION 18. Scaffolding for use of employes. A person employing or directing another to perform labor of any kind in the erection, repairing, altering or painting of a house, building or structure shall not furnish or erect, or cause to be furnished or erected for the performance of such labor, scaffolding, hoists, stays, ladders or other mechanical contrivances which are unsafe, unsuitable or improper, and which are not so constructed, placed and operated as to give proper protection to the life and limb of a person so employed or engaged.

Scaffolding or staging swung or suspended from an overhead support, or erected with stationary supports, more than twenty feet from the ground or floor, except scaffolding wholly within the interior of a building and which covers the entire floor space of any room therein, shall have a safety rail of

suitable material, properly bolted, secured and braced, rising at least thirty-four inches above the floor or main portions of such scaffolding or staging and extending along the entire length of the outside and the ends thereof, with such openings as may be necessary for the delivery of materials and properly attached thereto, and such scaffolding or staging shall be so fastened as to prevent the same from swaying from the building or structure.

SEC. 20. Protection of persons employed on buildings in cities. All contractors and owners, when constructing buildings in cities, where the plans and specifications require the floors to be arched between the beams thereof, or where the floors or filling in between the floors are of fire-proof material or brick-work, shall complete the flooring or filling in as the buildings progresses to not less than within three tiers of beams below that on which the iron work is being erected. If the plans and specifications of such buildings do not require filling in between the beams of floors with brick or fire-proof material all contractors for carpenter work, in the course of construction, shall lay the under-flooring thereof on each story as the building progresses to not less than within two stories below the one to which such building has been erected. Where double floors are not to be used, such contractor shall keep planked over the floor two stories below the story where the work is being performed. If the floor beams are of iron or steel, the contractors for the iron or steel work of buildings in course of construction or the owners of such buildings shall thoroughly plank over the entire tier of iron or steel beams on which the structural iron or steel work is being erected, except such spaces as may be reasonably required for the proper construction of such iron or steel work, and for the raising or lowering of materials to be used in the construction of such building, or such spaces as may be designated by the plans and specifications for stairways and elevator shafts. If elevators, elevating machines or hod-hoisting apparatus are used within a building in the course of construction, for the purpose of lifting materials to be used in such construction, the contractors or owners shall cause the shafts or openings in each floor to be enclosed or fenced in on all sides by a barrier at least eight feet in height, except on two sides which may be used for taking off and putting on materials, and those sides shall be guarded by an adjustable barrier not less than three nor more than four feet from the floor and not less than two feet from the edge of such shaft or opening. If a building in course of construction is five stories or more in height, no lumber or timber needed for such construction shall be hoisted or lifted on the outside of such building. The chief officer, in any city, charged with the enforcement of the building laws of such city and the commissioner of labor are hereby charged with enforcing the provisions of this section and sections eighteen and nineteen, and said chief officer in any city charged with the enforcement of the building laws of such city shall have the same powers for the enforcement of these sections as are vested in the commissioner of labor.

SEC. 2. This act shall take effect immediately.

Mr. Warren (of Oklahoma,)

Mr. President and Gentlemen:

Until the last session of our Legislature the law in regard to sanitation and ventilation of factories, was covered by an order of the Board of Health and the Commissioner. We discovered that owing to the technicalities of our law that it was really unconstitutional and that we could not enforce it. We appealed to the last session and they embodied into that law a clause giving us police power to condemn unsafe buildings, that is, to prohibit the use of public buildings which were unsafe. In addition, the legislation asked for which was beneficial to labor was a law for railway engineers and conductors, providing for an examination and a certain number of years of service. We also had another railroad bill introduced at the same time which was a bill to compel railroad companies to place hospitals for the accomodation of their men within the state. You understand that the railroad hospitals are few and far between. The Santa Fe, which is one of the largest systems and which has two-fifths of the railroad mileage in Oklahoma had none at all. However, owing to the opposition put up by the railroad companies, the bills passed

both houses, but they were vetoed by the Governor. There are a number of small factories which require an inspector to devote his entire time to cover the state. While these plants are small, the machinery used in them is exceedingly dangerous and hard to safeguard. We have, under our system of collecting information as to accidents, collected many more reports than we ever did before, but aside from that, the number of fatal and non fatal accidents for the year ending June 30th is smaller than we have ever had. Our labor organizations and delegates introduced an eight hour bill for working women, which was defeated. We also had the ten hour law and law of eight hours for girls under sixteen and it was hard to enforce either one. In places where girls under sixteen years of age worked, a large number of women are employed. Consequently, we cannot enforce the eight hour law as we should, without throwing those girls out of employment because of the fact the older women work ten hours.

As there will be much time required for reports from other states, I will not take up any more of your time. Anyone wishing any information concerning our law can have it by applying to the department. We are glad to supply anybody with any law that we have. The police power that we have is very essential. In a number of places under the old law, there were many violators of the law that were permitted to go free for the reason that by the time we could get a warrant issued legally to arrest them, they would be gone. Now we can arrest and detain twenty-four hours without information being filed, and it has been a great help to us in enforcing the law.

Mr. Williams (of New York): You say you have power to arrest and detain twenty-four hours without filing information?

Mr. Warren: Yes, sir, and the sheriff is compelled to receive the prisoner and detain him. If no information is filed within twenty-four hours the man is released.

Mr. Williams: Have you made any arrests under this law?

Mr. Warren: I have detained but one man and that was through mistake. It occurred in a place which I had been trying to safe-guard, and this was the third time that I found this condition prevailing. He was superintendent of the plant and I arrested him. I did not detain him but a short time because I learned that he had only been recently placed in charge and was not really the responsible party.

Mr. Williams: I would like to inquire if that law has ever been tested.

Mr. Warren: Not by our department, but along the same line the chief inspector and deputy mine inspector also have police power to arrest any violator. It has been tested in the county courts.

Mr. Williams: Was the decision sustained?

Mr. Warren: Yes.

Mr. Williams: I think it is a bad law.

Mr. Warren: Without it, it is pretty dangerous in our country. Under our law if the order is left with a superintendent, he is responsible. We often have to go 30 or 40 miles in order to get a warrant for his arrest from proper authorities, and in the meantime he escapes, and we are left holding the bag. It may be a bad law, but it has been a good thing for the cause in our state.

Mr. Kearns (of Ohio): The Ohio Factory Inspector is different in many respects from the factory inspector in other states, from the fact that there is so much additional work. We not only have the work shops and factories, but we have the sweat shops and we have the bake shops and the inspection of the high explosives. In addition to enforcing the Child Labor Law and enforcing the law governing the employment of female help we have the inspection of public buildings, which takes up a great deal of the time of the department.

Attending a convention of factory inspectors is altogether new to me. I have been in the work for two years, but unfortunately I have not been able to attend any of your meetings, so that your method of reporting was somewhat new to me, although I had read your annual reports. I have not fixed up any elaborate report touching the law passed by Ohio during the past two

years for the reason that no report was made at the last convention as to what has been done in Ohio in that respect. The men interested in the work desire to keep in touch as closely as possible with the laws of other states. I agree with one of the brothers who said this morning that one of the greatest duties of the department is to create public sentiment in favor of your work. I think after all, that public sentiment, to a large degree, is responsible for the passing of many of our laws. If public sentiment is favorable to you, it is an easy matter to secure the passage of these laws. I think the best way to create favorable sentiment in your behalf or in behalf of the work we are in is a fair and impartial and rational interpretation and enforcement of the law. I believe then that it would follow that the state can secure the passage of adequate laws, the passage of laws necessary to carry out your work in a satisfactory manner; and the passage of adequate laws would indicate at least that you were enforcing the laws in a satisfactory manner.

I will now read this report which touches briefly on the provisions of the different laws.

Lincoln, Neb., September 18th, 1911.

To the International Association of Factory Inspectors in Convention assembled:

Gentlemen:

This is the first Convention of this Organization that it has been my pleasure to attend, and I assure you that I consider it a privilege as well as a pleasure to be with you on this occasion.

I sincerely regret my inability to attend the last two Conventions of this Association, which was caused by some unfortunate occurrence at the time the same were being held, and while I have not been able to attend the previous meetings I have been none-the-less cognizant or appreciative of the excellent work that was being done by the Organization and the success you had attained, keeping in close touch with the proceedings of each meeting, reading carefully the Report of the previous Convention which was both interesting and educational. Though not with you in person I have been with you in spirit; what I have lost in failing to be present myself at the meeting I have tried to make up in activity and interest in the work back in our Grand Old State of Ohio, endeavoring to accomplish greater things and bring about a higher standard of efficiency in the work of the Department in which I am intensely interested, and while I always evinced a passing interest in work of this character, which in my opinion is the most humanitarian and praise-worthy of any of the work done by the different State Departments, my interest in it has grown with my services until it has now become almost a second nature to me.

I came to this Convention with the intention of listening rather than taking an active part, but have felt that I would be unmindful of my duty, and that it would show a lack of knowledge of your intentions and interests in the work of the Association on my part, if I did not at least report the progress that has been made in Ohio, of which we are justly proud, because progress and achievements are accomplished only by earnest effort and hard work on the part of all interested; when successful the result is always gratifying.

Through the efforts of this Department and other departments that were interested, Organized Labor and Labor generally, we have had in Ohio much favorable legislation passed in the interest of this work and the welfare of Labor in the past two years. I wish to call attention to some of the Bills passed at both the Seventy-eighth and Seventy-ninth Sessions of the General Assembly.

IN THE SEVENTY-EIGHTH GENERAL ASSEMBLY.

One of the most important Bills passed was the one amending the Compulsory Educational Laws as relate to Child Labor and the education of children with a view to making the provision of that law conform to the provisions of the Child Labor Law, amending the conflicting Sections and regulating the issuance and return of schooling certificates. The standard of education necessary for the child in order to be entitled to a schooling certificate was

increased from being able to read and write simple sentences in the English language to a satisfactory Fifth-Grade test.

The new Law requires the Employer to give a written pledge or promise to legally employ such child and to return to the Superintendent of Schools the age and schooling certificate within two days from the date of the child's withdrawal or dismissal from such employment, giving reasons for such dismissal; it also provides that residents of other States who work in Ohio shall qualify with the proper school authorities in the school district in which the establishment is located, and prevents the issuance of such certificate by the school authorities to a child to be employed at work prohibited by the provisions of the Child Labor Law. These amendments filled a long felt want, and proved very helpful to the Department in the enforcement of the Child Labor Law.

Another Bill passed at this Session prohibits the employment of boys in the messenger service under eighteen years of age after nine P. M. You can appreciate the good effect of a law of this kind, eliminating as it does the boys of tender age from this class of work, which certainly is nonconductive to good moral training on account of the allurements incident to this service in the tenderloin and other objectionable districts.

The principle Bill perhaps, from the workmen's point of view, at least one of the very important Bills passed at that Session, was the Bill known as the Employers' Liability Bill, which has also been in many ways helpful and beneficial to us. It has certainly proved very helpful to unfortunate workmen who receive injuries in the workshops and factories of the State, and who experienced difficulty in securing just and equitable compensation. The new Bill removes the very objectionable clauses from the old law, that of the fellow-servant and assumption of risk, and greatly modified the contributory negligence clauses, and held the Employer more directly responsible for death and injury of the employees where it was proven that the accident was due to failure to provide proper and necessary safe-guards and safety devices. This Bill has been the means of compelling Manufacturer and Employer to exercise more rigid care in the protection of the machinery; it has created a demand for more modern and safe machinery; it has brought about a higher respect for the orders of the different Departments, securing a more ready compliance with the same.

Numerous other laws were passed that were of interest and beneficial to Labor, but time will not permit going into details of each.

The work of amending and improving our laws was again taken up this year with a greater vigor and determination than ever by Labor and by the Departments interested, and through the co-operation of all, and the kindly interest and assistance of our Chief Executive, who has always shown a marked interest in legislation of this kind, and without hesitation signing these Bills when presented to him, we have secured this year some very excellent additional legislation. The Department itself presented fourteen Bills, the majority of which were passed, among these being laws providing for the better guarding of the machinery, elevator and elevator shafts; the placing of counter floors in buildings in course of erection for the protection of those employed on the building, and increasing fines for failure to carry out orders of the Department relative to the guarding of machinery from \$50 to \$200—\$100 to \$300; for using dangerous machinery after it has been condemned by Inspector of Workshops and Factories from \$25 to \$100 to \$100 to \$200 on the first offense and \$50 to \$500 to \$500 to \$1000 for subsequent offenses.

Provision was made for the appointment of another Assistant to the Chief Inspector, and for new office quarters for the Department with a view to enlarging the work and increasing the efficiency of the Department.

The matter of reporting accidents and compiling such reports has been given special attention by me, and I concluded that additional and more complete information was necessary in these reports if we wished to make the information secured from same of some interest and value, and if they are to be of any service to us at all, complete information in relation to the accident should

be contained therein. I therefore found it necessary to prepare a new Bill which I did and presented it to the General Assembly, which was passed. The Bill provides that more complete information and data with reference to these accidents be submitted; that each and every accident resulting in a loss of two or more days time should be reported to the Department within three days, and a subsequent or final report submitted on the death of the injured or their return to work within six months, or, in case of no death or no return to work within six months, then within five days after the expiration of six months, a complete report of the total time and amount of wages lost, the compensation paid, and all information relating to the cause, nature and time of the accident. A statistician was given to the Department to take care of this part of the work.

To give you some idea of the result of this increased activity along this line, I might state that the total number of accidents reported last year was 2457, and up to this time this year there has been a total of 4600.

The most far reaching and one of the best Bills passed, however, was the Bill drafted by the Department defining the powers of the Chief Inspector of Workshops and Factories for the protection of the health and safety of the employees, a Bill retroactive in its application, giving us additional powers in bringing about a safer and more sanitary condition in workshops and factories providing specific requirements, the absence of which has in the past caused us much trouble in searching the changes and alterations necessary in many of the establishments and securing compliance with our orders.

This Bill makes specific provision as to the number, style and width of exits and stairways, making it compulsory to have two separate and distinct means of egress from each room or place; designates their location; prohibits the locking of doors during the occupancy of the building or the obstructing of passageways of the means of egress in any way; compels the marking of all exits and passageways leading to exits; gives number of square feet allowed per person on each floor, ranging from eight square feet on the first floor to one hundred and twenty-five square feet on the tenth floor or above; defines the number and width of exits per one hundred persons employed, to be decreased at the discretion of the Inspector where highly inflammable materials are manufactured or stored; provides for means of extinguishing fire; provides a penalty of \$50 to \$100 for each day after expiration of the time given to comply with such order until the additions or alterations are made.

A person violating the law can be convicted from time to time, amount of the fines of subsequent prosecution to be computed on days intervening from date of conviction, and if after repeated prosecutions the order is not complied with, the building may be declared a public nuisance, the Attorney General to be notified, who shall institute proceedings in the name of the State to enjoin continued operations.

This law is far reaching in its effect, helpful in extending the scope of our work and in securing compliance of the orders of the Department, and good results are accruing from its operations.

One of the most progressive steps Ohio has taken for many years, one that put us far in advance of the other States in this respect, was the adoption of a State Building Code, regulating the erection of Public Buildings and establishing the fundamental and essential principles of construction, design, maintenance, and sanitation.

The State Building Code Commission, consisting of the Secretary of the State Board of Health, State Fire Marshall and the Chief Inspector of Workshops and Factories, was created by the passage of a Bill in the Seventy-eighth General Assembly to draft this State Building Code, and the Commission with the assistance of a Consulting Architect complete a School and Theater Section, Sections of Plumbing and Sanitation and Standard Devices which were presented to the Seventy-ninth General Assembly and passed. A Factory Section was also completed and presented for passage, but on account of adjournment earlier than expected this Bill did not pass both Houses. These Sections as passed are complete in nearly every detail, and their provisions which will be strictly enforced will prohibit the erection of any more fire and

death traps, and regulate the sanitary arrangement of all buildings of this class erected in the future in the State of Ohio.

The Commission is still at work and hopes to present to the next General Assembly a complete Code covering all classes of Public Buildings.

The necessity of a Building Code of this kind in every State is very evident when we see the inferior class of buildings that are being erected everywhere, and when we realize that the different States are yearly placing laws on their Statute books and spending thousands of dollars with a view to correcting unsafe conditions in the old buildings, a condition which never should have been allowed to obtain.

It is surely our duty to prevent further abuses along this line.

Another important piece of legislation passed by this General Assembly is what is known as the Employers' Liability or Workmen's Compensation Act, providing for compensation for employes and departments of the victim of accidents both serious and fatal. This Bill creates a State Insurance Fund, 90% paid by the Employer and 10% by the Employee, the amount of premium to be determined by the hazard of the risk; creates a Board of Awards who has charge of these funds, paying benefits to all that are unfortunate enough to meet with an accident or injury in the employ of those paying into the fund; the maximum amount to be allowed in this Bill is \$3,400. The benefits are paid from this fund at the rate of two-thirds of the amount of wages earned by the worker at the time of the injury, with a minimum of \$5 and a maximum of \$12.

This Bill is complete in every particular, carrying all necessary provisions for the control of these funds and the enforcement of this law, with which I presume most of you are familiar, as many States now have similar laws.

The Members of the Board are very capable and able men, whose experience and training peculiarly fit them for the work, and under their careful management and guidance the success of the Bill is assured.

Another commendable Act was the Fifty-four Hour Law for Women, which was originally drafted as an Eight-Hour Bill, but amended so that it passed as a Fifty-four Hour Week Bill, permitting them to work nine hours for six days or not more than ten hours in any one day or fifty-four hours in any one week. While this Act does not accomplish all we had hoped in this line, it has laid a foundation upon which to work, from which I am sure will ultimately result the passage of an Eight-Hour Bill.

The law as passed exempts a number of establishments from the operation of its provisions which is not at all satisfactory, but was as good as we could get at the time.

Other important Bills that were passed and which are of much interest and benefit to the working people generally were, a Bill providing for State Supervision of the Inspection of Steam Boilers, a Non-Partisan Judiciary Bill, a Non-Partisan Selection of Delegates to the Constitutional Convention, a Bill regulating the rate and collection of taxes, and the Initiative and Referendum.

Much of our time has been devoted to the Child Labor problem in the past two years, as it is not only one of the most interesting phases of the work but the most important and humane, and we have accomplished much good along that line by the earnest efforts of the entire Force, and particularly by the eight women engaged in the work. I feel that women, because of their natural interest in the child, their keen sense of duty and high ideals, are particularly adapted to the work. In our State at least, their work has been eminently satisfactory, and the results along this line have met my most sanguine expectations.

While I do not attempt to say that we have eliminated Child Labor in Ohio, as the number of prosecutions we have been compelled to make during the past year would discredit such a statement, still, we have done much towards its elimination, and the results as stated are most pleasing.

I feel that Ohio now has one of the best and most complete Child Labor Laws of any State in the Union, but there is still room for improvement, and

we shall endeavor to make that improvement as the flaws and defects manifest themselves and necessity and conditions demand it.

The primary duty of the Department when organized was the inspection of workshops and factories for the purpose of safeguarding the health, life, and limb of the employes of these establishments. The scope of the work has gradually broadened until today it includes all features of factory life, including Child Labor and Female Labor, and one of the important and difficult parts of this work was proper protection of the employes in case of fire or other disaster, in providing safe and speedy means of egress from these buildings to which little attention and consideration had been given by those designing and arranging these buildings for factory purposes, and it was soon apparent also that these same conditions existed in our Public Buildings, so the inspection of these buildings was eventually made a part of our duty and at present constitutes a large part of our work.

To secure adequate laws governing this part of the work, I regret to say it was necessary for a great sacrifice of human life, and I am sorry to state that one of these catastrophes occurred in Ohio in one of our school buildings at Collinwood in 1908, in which one hundred and sixty-two innocent lives were sacrificed. Ohio still mourns and deplores her irreparable loss, and while this terrible sacrifice of life is no consolation to the living it has not been in vain, public conscience was awakened and the Lawmaking Bodies immediately set about making laws to correct existing conditions of that kind, and prevent further carelessness in the design and erection of such buildings in the future.

In our State, laws were passed enlarging the powers and duties of this Department in this class of inspection, and providing that plans and specifications for all public buildings to be erected in our State in the future be submitted to the Department for examination and approval, with a view to preventing the erection of any more such buildings in which it would be possible to have a repetition of such a calamity.

This part of the work has shown a steady growth, and a proportionate share of our time has been devoted in the past two years to this class of work as our records will show.

Through the co-operation of Architects and Builders the work of examining plans for new buildings has grown to great proportions as the following comparison of the work done in this respect will show.

Number of plans submitted 1908 to 1909, 117; 1909 to 1910, 304. This year to date, 443

The result of our efforts along this line has been most gratifying, and we are happy in the thought that this work is fast eliminating the dangerous condition both to life and health in this class of buildings by preventing the erection of any more such structures, and by bringing about the necessary changes in the older ones. With the addition of another man in this Department which was provided for this year, we expect to accomplish even better results in the coming year.

With the passage of all these laws, and the willingness manifested by our Lawmakers and Officials to give to the Department the power and authority to enforce them and to correct these bad conditions, the Department has endeavored in turn to show its appreciation and interest in these things by putting forth its very best efforts in the work, not only because it is our plain duty to do so, but because of our interest and enthusiasm in the work and the apparent necessity of such effort.

I think I may say with a spirit of pardonable pride and without appearing to be egotistical, that through the earnest and conscientious efforts of all the men and women engaged in the work we have accomplished great results in the past two years, in a freer and more earnest co-operation of the manufacturers, employers, owners of buildings, and our citizens generally, who are coming to realize and appreciate more fully the nature and effectiveness of our work, and comprehend that our work is not to tear down and retard, but to promote and build up.

Factory Inspection, the pioneer work of these Departments, and in a large degree the most essential and meritorious, has not been neglected with

the increase in duties along the line of Public Building inspection, and on account of its importance we have given to it as much of our time as possible, with especial attention to safeguarding of machinery and the sanitary conditions which we find need considerable attention. I feel that this phase of the work is going to eventually be the most troublesome source, the most difficult perhaps to control, and is one which investigation and experience proves is a serious one, and demands careful consideration and study in the matter of light, ventilation and general sanitary conditions.

To give you some idea of the amount of work that has been done by us in the past two years, I submit herewith a brief outline of the inspections made in each of the past two years in all lines of the work, which, of course, as Heads of these Departments you know does not in any way represent the actual amount of work or good done as there is so much of it that cannot be shown in your reports and figures.

The total number of factories inspected last year including bakeshops and home workshops was 9151; the previous year, 9143; and this year's report will show a large increase in the amount of factory inspections.

The total number of inspections made in each of the past two years including all classes of the work was, 1909, 26,704; 1910, 36,346. Which will also show an increase for 1911.

The total number of changes ordered in 1909, 18,612; 1910, 32,039.

The total number of inspections as given includes the total number made in each of the following establishments.

Shops and Factories	Shops and Factory Buildings
Bakeshops	Bakeshop Buildings
Mercantile Establishments	Mercantile Buildings
Hotel Establishments	Hotel Buildings
Home Workshops	Home Workshop Buildings
High Explosives	Schools and Colleges
Halls	Churches
Opera Houses and Theatres	Moving Picture Houses
Miscellaneous (Homes and Institutions)	Miscellaneous (Bowling Alleys and Skating Rinks)
Tenements.	

These figures will, I am sure, convince you that the work has not been neglected in the past, and with the growing interest we have in the work, and the benefit and enlightenment we are sure to get through our exchange of ideas and experiences at this meeting, we expect to do even better work and get better results in the future.

And, now in conclusion, I wish to thank you for your attention and patience in listening to this rather lengthy report, and to assure you of my loyalty and support of the Organization and its work, and I sincerely trust that this Convention may be the banner meeting of your Organization, that good results will accrue from your deliberations, and the knowledge and benefits gained may be permanent and lasting.

I thank you. (Applause).

During the course of his report, Mr. Kearns said:

This "Woman's Hours" Bill was approved as an eight-hour bill. The manufacturers made a fight on it. They said they could not adjust their business to an eight hour basis and they said that they might be able to work on a nine hour basis and afterwards the bill was amended or it was agreed that it might be amended to read nine hours. Then the question came up in regard to the Saturday afternoon holiday. Of course, you don't know what goes on each time a bill of this kind is presented and what is resorted to in order to kill it. We had competition against the bill for the reason that it was depriving the employe of a half holiday, and afterwards finally amended so that they could work fifty-four hours during the week. All mercantile and department stores claimed to be exempt and all those stores where they retail goods, hotels, restaurants, workshops or factories. I have held, upon being asked for an interpretation of the law with reference to.

millinery establishments and department stores, that they were not exempt.

Question: How about young girls under sixteen years of age working hours.

Mr. Kearns: Girls under eighteen years of age cannot work more than eight hours a day; our Child Labor Law takes care of them.

Question: In regard to the Child Labor Law, what provisions do you make?

Mr. Kearns: There is no provision for taking care of children that are self-supporting. The Child Labor Law of Ohio prohibits any child under fourteen years of age working in a factory.

Mr. Davies: Mr. President, I offer a vote of thanks of this Association to Mr. Kearns for his valuable paper.

Seconded and carried.

RHODE ISLAND

Mr. J. Ellery Hudson, (of Rhode Island): Mr. President, there has been but one item of new legislation in Rhode Island affecting the factory inspection department and that is in regard to elevators. It provides that the owner, agent, or lessee of any factory, manufacturing or mercantile establishment shall enclose or cause to be enclosed all freight elevator shafts on all sides thereof, and shall provide or cause to be provided a safeguard or protection operated automatically by means of an automatic gate or gates of not less than six feet in height and so constructed as to close by the action or operation of the elevator as it leaves each floor. That, Mr. President, obviates the danger of so many accidents where people leave the elevator gate open. It also obviates the danger of leaving it to the employee to close the gate after he leaves the landing on each floor. No man has ever yet been born who would always think to close the gate. This law makes the closing of the gate sure by the operation of the elevator.

SOUTH CAROLINA

Mr. Watson (of South Carolina):

Mr. President, Ladies and Gentlemen:

I believe in the fundamental principle that the foundation of all labor legislation is the safeguard of the human resources of the nation. I am also one of those who believe in going after results and going after them in a practical way. When I first came, in 1907, up to Toronto to attend this Association in annual meeting for the first time, I came there after a careful study of my own conditions at home. I knew them and I knew that we needed a cure and needed it quick. I came to Toronto after a more careful study of what was being done by the most enlightened nations in Europe. When I came to Toronto, we had a little law in South Carolina, vague in its character. When I came to this body, I came here for the purpose of learning something from the experience of others all over this country. I took this organization to be a clearing house of information, for the exchange of ideas and of experience and of new ones. I went back home. We had an old labor law on the books, but it was nobody's business to enforce it; we had had other labor laws, dead letter laws, and nobody enforced them. I set to work to get an adequate Child Labor Law enacted, as a first step. I realized we had to go slow and to go after the things that needed to be cured the worst first. We didn't have much trouble in getting the Legislature to pass a Child Labor Law, but there were then put in a lot of those miserable exemptions referred to here tonight. Those exemptions totally disabled the law, they permitted the father to come in and put his baby child to work, the widowed mother, sometimes a grass widowed mother, and the orphan child and a whole lot of that kind of thing. Then I saw if we were going to do anything with that law, we would have to get to work and have full factory inspection and a more rigid law. I set to work three years ago and provided for a system of inspection but it did not go as far as it ought to, but I began to construe the law myself and to put a good many things into operation that

the law did not provide for, and the manufacturers stood for it. When I came back here, I promised that I was not going to quit this fight until I had built up a sentiment in the South that was going to bring results. I went back last year and I asked them to give me a child labor law. I did not ask them to raise the limit before, but I am going to do it this year. I am here to tell you that, notwithstanding the opposition at the last session of the Legislature, I got all of those exemptions absolutely wiped off the statute books in South Carolina. (Applause).

I went farther. I have now enacted into law a system of checking up child labor that I had put into practice without warrant of law, based upon the German system, which you will find explained in the proceedings of the last convention, which I have read today, a more complete system, perhaps, of keeping track of the age of every working child than there is on this continent today, and, probably, an improvement of the German system. Now I have it enacted into law. What has been the result? When we first started the operation of the factory inspection law, the first year's work took one thousand children out of the textile plants alone. This year, not counting the intervening year, we took out 1370 more children. (Applause). When the new law goes into effect, January 1st, we will take at one fell swoop 410 more children out of the textile plants; and with the elimination of this business which has been discussed here, we will take out 450 children that have been working this year. I call that, in three years' time, a little bit of results. Child labor has been our curse, largely due to conditions and influence that could not be overcome. With the immense development of a manufacturing industry, the best thing about it, as far as child labor is concerned, is that we have not in the past two years had one word of opposition from the manufacturers. Our worst trouble has been with the lazy parent who wanted to have his child work in order to enable him to loaf. I thank God that the time has now come when a mother in a manufacturing district in my state does not have to hug her babe to her breast not knowing what minute that babe would have to be taken out and put to work in the mills to support a father who wants to buy whiskey with the child's earnings. (Applause).

Further, we have heard considerable about the high cost of living. When we put the children out of the mills we thought to go a little farther. It is a new idea in this country, perhaps, but when schools are not in session, to give the children something to study and give them outdoor life. I established a number of demonstration gardens and put the children in the villages throughout the State of South Carolina in these gardens to work. They have gone to work, and all over the state you will find the prettiest little gardens in every town being taken care of and worked by boys and girls of the household and they are working at a health-giving work. The result has been that we have reduced the cost of living to the individual family in dollars and cents by nearly two-thirds. This last year, too, we had a law on the statute books relating to the provisions for seats for women in mercantile establishments. I found no absolute way in the world to enforce it because the minute the girl made a complaint, she would lose her position. I asked the Legislature to give me another law with a penalty at the bottom of the law, and I wrote the clause giving the commissioner, or factory inspector, power at any time he saw fit to employ women inspectors for the purpose of gathering evidence. The law had not been written and had not been approved by the Governor hardly before we started out one or two women to seek employment in the stores. I tell you the moral effect of that penalty on the statute book absolutely brought about a more rigid enforcement of the law than a thousand prosecutions would have done.

We have gone a step farther. Last year, without opposition, we succeeded in getting wiped off from the statute book everything pertaining to the employment of children at night. Now it is illegal to employ a child under sixteen years of age at night.

A step still farther followed by a women's employment law. We have again, without opposition, and by unanimous vote of the General Assembly

passed a law for the employment of women clerks of every description in offices and otherwise, a clause strictly prohibiting the employment of any woman after the hour of ten o'clock on any night. (Applause).

I think we have done a little bit in three years' time. I want to say that my experience has shown me that if you are going to have Child Labor Laws of any description, have the Legislature write in that law as heavy a penalty as possible both in the matter of fines and imprisonment and couple them together. Don't give any alternative, gentlemen, because I tell you without that penalty you might as well wipe out every labor law now on your statute books.

Going a step farther, when you have got that penalty, you should have men to enforce it, who are not afraid of the biggest employer you have in your state. You want to have men to execute justice impartially, and without fear or favor enforce the laws and let the chips fall where they will.

So far as we are concerned, that is the sum total of our legislation this year. We are moving ahead. We have several things to fit our conditions better to my mind than any of the laws in the country today. Next year we are going after a good first-class employers' liability law and workmen's compensation, act based upon the best we can find, and I am satisfied we shall get it. We have a law with regard to the employment of convict labor. Our department went down and inspected a mill, found bad conditions and exposed it. We have reported to the General Assembly an absolute violation of the law in the operation of that mill. That contract is the last vestige of the system of convict labor in our state. The Governor has taken it up, and at the coming session of the General Assembly, I hope to see a contract that has been made for a period of five years before I ever began investigation, annulled by the sovereign power of the Legislature, and the practice of employing convict labor wiped out of the State of South Carolina for all time. We propose to go ahead just as conditions warrant, and go after those things that our conditions require to be done, and go after them intelligently and fearlessly, and bring about results that shall be for the betterment of conditions in our State. (Applause.)

NEBRASKA.

Nebraska, Mr. Guye:

Mr. President and Brother Delegates:

The last session of our Legislature gave us a new factory inspection law; also in regard to moving picture shows and theaters, and fire escapes on school buildings and buildings over two stories high. I will submit copy.

Mr. Williams: I wish to offer a motion that we do now suspend this order of business.

Seconded and carried.

Mr. Williams: Just before adjournment this morning this convention voted upon adopting the report of the Joint Committee. It would be unwise to re-open that matter again at this time. The convention is in existence as it has existed for a quarter of a century. Assuming that we could muster enough votes in this convention to adopt the report of that committee and in that way force a technical amalgamation it would be amalgamation with a disagreeable feeling and eventually it might tend to disrupt the relations of some departments with this Association. I would not think for one moment of having my name connected with any action that would produce such a result. This organization has done good work; and I want to see the Factory Inspectors meet year after year, and it is for that reason that I shall work for its continued existence. I want to see it developed in power and usefulness. I am persuaded that the discussion we had over the subject yesterday and today will produce the right kind of feeling. I believe that those of us who have been connected with the Association for many years have knowledge of what it has done in the past and will have a greater interest in its welfare and success; and I shall refrain from again re-opening the question. We must devote our time to questions of vital interest to the cause if we expect it to stand for good. I for one shall go away

feeling that the discussion has had the effect of solidifying our membership and our interests. I believe that the Association will justify its existence more than ever.

Mr. Walsh: I wish to say that the expressions of the delegate from New York are gratifying to me.

Mr. Davies: The member from New York has expressed my sentiments and my feelings, and I apologize for anything I may have said amiss.

Mr. Burke: I desire to express myself along same line as the previous gentlemen. I fear that the experience of yesterday and today on the subject of amalgamation might have a bad effect on younger members, but I hope not. It should show them its strength. The Association has survived, as it ought. The time of the Association should be taken up with the more weighty and serious question that affect the cause. I trust that anything I may have said out of the way may be overlooked and excused.

Mr. Hudson: As one of the older members of the Association I would like to say that Mr. Burke was right about the effects on new members. I am glad that the younger members heard the discussion. It will prove the strength of the Association, and I want to say that any organization that has not strength to live through discussion is not fit to live.

Motion to adjourn seconded and carried.

GOOD NIGHT.

THIRD DAY'S SESSION.

State Capitol, Lincoln, Neb., Sept. 20, 1911, 9:30 A. M.

Meeting called to order by President Guion.

Further roll call of States by the Secretary.

British Columbia, Mr. Gordon: Our law is about the same as it is in Quebec. We have an Eight Hour Law for girls working at 44 or 45 hours a week. When they have worked 48 hours they shall be entitled to a half holiday. Most of the stores close at half-past six on Saturday night, some of the stores close at six. My inspection work is mostly with metals, machinery, mill and factory work. There is no new legislation, it is about the same as in the States.

Question: Have you anything in particular in regard to mines?

Answer: We have regular mine inspectors who are separate. There are 12 boiler inspectors and the chief boiler inspector controls them. I have no control over them. I think that is about all I have to report.

Province of Ontario, Mr. Burke:

Mr. President, and Fellow Delegates:

I am glad to say that in the Province of Ontario we have an Act relating to factories, workshops, bakeshops, stationary engineers and boiler inspectors. I might state at the outset that at the last Session of our Provincial Legislature there was a question brought to bear upon the Governor from various sources whether we should not take in laundry work where they employ six hands, or take in all kinds of laundries whether they employed one or fifty. As I say, the influence was brought to bear upon the Governor to have the inspection department inspect Chinese laundries. I might state that in our Province we have approximately 1,500 Chinese laundries, and heretofore inspection has been made by the municipal authorities; it appears that the work was not satisfactorily done and of course it was transferred to us. I might also state that the inspectors when they undertook to enter the Chinese laundries experienced much difficulty. These Chinese held up their hands and said "Me no understand." So we had to overcome that difficulty. I telephoned to the County Attorney enquiring if he had a Chinaman capable of translating the English language into the Chinese language. He said there was only one or two Chinamen in the Province who were competent. I requested that they have one sent up, with the result that he spent about three

days translating our laws from the English into the Chinese language. For the edification of those who are not familiar with Chinese characters I would say that they read up and down, the most salient points we obtained and translated into the Chinese language. You know the more you decorate the better it looks to a foreigner and the better it appeals to him. The first paragraph states that we are here for the purpose of inspecting your factory. The second that you are required to have separate eating rooms, separate bed rooms, and separate wash rooms. Our experience in many cases with these Chinese laundries is that they appeared to live and eat in the same room, and it was claimed that the washed clothes were spread over beds. This we had to prevent. The next section relates to sanitation, sewers in basements and closets and likewise the yards and all their surroundings. The next related to the employment or use of boys in the laundry under the age of 14 years. We found in Ontario that there were many Chinamen related seemingly, whether by blood relation or not I don't know—but they have young boys. They send them to school and after school hours and in the morning they have them work in the laundry. We found that several Chinamen had white wives, and some with nice families, and on the whole we didn't find the Chinese laundries as bad as we expected, yet some of them were very bad. We finally found an effective way of reaching them and the results have been very gratifying. I would be glad to supply any of the brother delegates with this information that I have.

I might also state that it is the custom in our Province to revise our statutes every ten years. The Supreme Court Judges are now working on this. I expect they will take up the Act relating to factory inspection sometime between now and the first of the year. By so doing they remove superfluous points. I might also state that we have one law in regard to a compensation Act, but rather obsolete; we have a commission working on it. We are getting all the facts we can from every country in the world and I expect to be able to report at the next convention that we have an up-to-date law on that subject.

Mr. Barney Cohen, second vice-president was requested to occupy the chair.

Report from the Province of Quebec by Mr. Guion.

Mr. President and Delegates of the Convention:

It gives me much pleasure to announce along these lines that Quebec is progressing. We have some new legislation and have straightened out quite a number of articles in our Act that didn't come up to the standard of legislation in that respect. The most important one in connection with the factory hand was the shortening of the hours of work in factories and factory industries. We didn't go as far as many of the States but we are working that way. Originally the Act was 60 hours a week and employes were allowed to work after required hours to allow Saturday for a holiday, but we have legislated that 58 hours shall constitute a weeks work for families in cotton textile work. We have also added to our Act a clause relating to the employment of children in theaters and music halls; originally any child or young girl could appear in a moving picture show until half past 11 or 12 o'clock, but they had young tots there singing who were no more than 8 or 9 years of age. We have passed a law forbidding any child or young girl of less than 15 years of age to sing or act in any such theater. In connection with the age of children in our factories we have been claiming all the time an act for the benefit of young children. We have the British Law overshadowing our Provinces. All laws emanate from England. We have to be cautious of the way we work in the Provinces. People can't understand how it is in Quebec, where so many work that cannot read nor write. In our Province we have no compulsory education and, therefore, we are hampered. However, by dint of talk with members of Parliament and showing them the wrong inflicted on the people in our Province and the poor employe who needed protection we have attained considerable advancement as far as our officers are concerned. The law now reads that no boy or young girl from 14 to 16

shall be employed in any workshop or work mill unless such child knows how to read and write either in French or English. That is one of the biggest steps we have taken forward. We would like also to have a higher standard for many occupations. Although the list of industries that are dangerous amount to something like 26 we do not permit any boy less than 16 or any girl under 18 to work in any of the so-called dangerous industries or dangerous operations in certain industries. We also have in our law an Act requiring surgeons attestation as to the physical health of a boy. A boy may be 14½ or 15 years old, but if in the opinion of the surgeon that child is not sufficiently strong to work at that occupation we can have that verified by the surgeon and have the boy put at something else or dismissed from that job. So we have that feature of the dangerous industries covered so far as health is concerned. That is so much for the factory part of it.

Last year while attending the convention in the South I made it a point to study and find out what the people were doing in the States in connection with the employment bureaus, before the Legislature would say give this to an inspector to look up, so I was commissioned to find out how these various bureaus were organized, and after passing through the different states and making inquiries I found that the legislation in operation in the State of Massachusetts were best suited to the workings of our civil code in the Province of Quebec, therefore, I investigated the matter in Boston and afterwards organized what we consider one of the finest employment bureaus taking all things into consideration. We created two bureaus, one in Montreal and one in Quebec. The one in Montreal we opened in April and we have been placing people at the rate of 1000 to 1500 a month. We consider it a much needed affair, particularly in a seaport town taking into consideration the amount of people who go from our country West. I might explain to those interested in employment bureaus briefly that this law in connection with employment bureaus gave us power to investigate and provide employment bureaus. We found 28 or 29 of these bureaus in Montreal alone, that were handling Poles, Greeks and other nationalities. The law gave us power to investigate them, but we didn't have any power to levy tax on them. We had power to investigate and we did investigate, no matter how much a corporation wanted these men they could not be placed on the list. And we took opportunity to investigate these labor bureaus and the places where these labor bureaus were acting. The private bureaus generally are on the ground floor and the agent will have the upper story reserved for immigrants to hold them for the Railroad Companies and all kinds of manufacturers who want their services. Investigation of these places revealed a shocking state of affairs; we found people there who had arrived from Continental Europe that were filthy and dirty and these houses or rooms where they lived were no more nor less than pest holes; in fact it is a wonder that a great epidemic didn't break out in these places. These families came in there after travelling for days; we investigated and made a rigid sanitary inspection and issued regulations to that employment office according to the law, and are trying to clean them out. The next salient point that I might mention is perhaps something that you have had experience with and that is the trouble of ventilation, and particularly the furnishing means for washing and the comforts of employes. The foundry people in our province are strong, they are well organized and always have been, and there was a great need of some kind of special regulation. We could hardly go into a foundry and correct anything wrong there, but they needed special regulation. After looking about I found in Michigan that there are quite a large number of foundries and that they had very nice regulations. I thought it wasn't altogether fair, but I was willing to pick out the clauses that seemed to meet our wants and apply them in our province without too much friction with the employers and the employes. We organized and immediately wrote out these regulations to the number of 9 or 10 which seemed to cover the ground, but before we did anything we had an interview with the manufacturers' association; we hadn't consulted the manufacturers concerning these regulations, but supposed they were all right, but as soon as we did they told us they were entirely satisfactory,



W. J. RIBBLE, of Des Moines, Iowa.

**Elected Fourth Vice-President of the International Association of Factory
Inspectors at Lincoln, Neb., September, 1911.**

they took us down to some of the larger foundries where my men hadn't reported very particularly and hadn't anything special to find out from anyone, but we found out where the foundry people had put in nickel plated taps and marble urinals and in fact had put in a splendid lavatory, some of which the employes had broken out and the manufacturer had become discouraged and had abandoned it. And they said, what regulations are you going to call for? And we told them that they must put in a sink and shower bath, and they said: Nobody wants to take a shower bath here. I went over and asked the foreman what he thought about it? He was reserved and didn't like to say much but they gave their experiences, each one for himself and said they couldn't speak for anybody else. He said they didn't care whether they were furnished with all the facilities to wash with or not. When their work was done they had a bucket and water and washed in it. He said I have a bath at home. I have no time for a bath here. All these things looked quite plausible and I felt a little dubious about organizing this law for regulation and the clause enforcing it. I presume it must be pretty much the experience of other delegates here. You will always have trouble in enforcing the Act, the things that you propose. As far as foundry work is concerned is a matter of comfort and convenience and not so much a matter of health. In white lead mills where they grind white lead and there is danger of poison, the regulations are severe and they are compelled to wash and observe all the rules of health laid down. An employe must rinse his mouth with medicine that the doctor has provided. It is impossible to see that that is always done. There are many other points of which I would like to speak for which time will not permit, relative to this business. We like to see the people progress. I have always been a firm believer in the prevention of disease. I think prevention is the whole thing. As far back as 1889 when I was a delegate to Paris the first time and saw what was being done I came back with a great deal of inspiration. I met men of broad views especially on the compensation laws and methods of prevention and they satisfied me that they had the key to the whole situation. As far as factory inspection is concerned from a danger point of view in 1889 there were only Germany and one other country representing the compensation law, I was assigned to the technical section, they were all that came from Alsace and the borders of France and a little from Germany. The modes of prevention were not known anywhere in particular; there were a few stray guards here and there. This movement hadn't been scented. I went back to Paris in 1900, and found that there were 17 European Countries that had workmen's compensation laws. I brought the French law back with me and it was put into our factory law. In 1900 I brought back the appliances from the country in which the manufacturers had prescribed them. We had about \$600 for that purpose. They said: You have been talking about prevention guards and all that kind of thing, let us see what you can do. So we brought them back, we had a grant of \$1,000 from the Government and we put them in, and since we did that the employers became interested and ever since then installation has increased. There were different kinds and it was hard to select the best, they were coming in so rapidly, and the expenses of the department were so heavy that we decided to place the whole affair in the technical school that had been erected in Montreal, going to one technical school only 4 or 5 trades, and to another mechanical trades and building trades. It struck me as being the proper place for that work where it could be taken up by pupils and they would be face to face with modes of prevention. The future foreman or superintendent of factories would get these ideas, they have the inventive genius and they were trained to the necessity. They will go into the factories and in 10 or 20 years from now when we talk about saw guards, they will say we know all about it, you can see how far it will go in training the mind in our provinces. In a few years the system of prevention as now known will be entirely eradicated and wiped out. Take the small Country of Holland, which is an industrial country, they have a beautiful museum in Amsterdam, they gave me a collection of 25 photographs costing \$1.50 apiece, they said you take these

if you are in the business. That is the way they feel in Europe along the line of prevention. At the exposition we were surprised to see the progress that had been made in Europe. Today everybody is acquainted with preventative measures that have been taken at the conference in Chicago. It shows that the inventive genius of the American people is going to go possibly a great deal further than Europe because you are all accustomed to what we do in this country. The American workman will not do without preventative measures. At the same time there is a steady improvement going on. The American people will go further than anybody else because they put money into the business. Mr. Gould, Superintendent of the Home office said: "Don't lest put too much confidence in those things," but he went over to Holland and became converted and I met him in the LaPorte Office and he said he was going back to England to gather more information.

I think in the world over there is an improvement in general. We have done well in preventing accidents. I think our manufacturers are coming to that belief.

Another thing, it is often asked if compensation laws will hasten that movement. I say yes. The compensation laws of our Provinces have done more for the adoption of preventative measures than anything else because it is a question of money and the American people are right in the field. We have two younger Provinces in this convention, the first time we have had anybody outside of Quebec and Ontario, namely: British Columbia and the Province of Saskatchewan. Gentlemen, I thank you for your attention.

Mr. Davies (of Illinois): How about children on the stage, you spoke of children under 16 years of age?

Mr. Guion: They are prohibited from that but I should say that when our law was formed I was not in Quebec, I was investigating the labor bureau business. I told our Minister that we would be unable to comply with it unless they closed our theaters up.

Mr. Davies (of Illinois): I am not an advocate of children on the stage where they have a bad environment, and it is time for the American people to wake up to the necessity of preserving as long as they can the character and life of the young girl and keep her off the stage.

Mr. Walsh (of Indiana): In regard to the question of children being employed around theatres I might give a bit of experience. In a town in Indiana there was a gentleman who had a theatre or rather a circuit and he had quite a good show. He had a young girl in his employ about 14 years of age. We had her taken off the stage, he became a little sore about it but after he had cooled off he admitted that we were right and were doing a good good thing. He said: "But just now it discommodes me very much. I was paying that girl \$30 a week and was making good money from her services." He says: "It is a great mistake to allow those young girls to go on the stage when she should have been in school being educated and preserving her health, her parents were getting \$30 a week out of her; if the girl could be kept in school with the proper training for several years when she came out of school at 16 or 17 she would not only make \$30 a week but double that amount." But he said: "The people appreciate little children and that is the reason why I had her."

Mr. Starling of Texas:

Mr. President and Brother Delegates:

The Factory Inspection in my state is but twenty days old, having become effective the first day of the present month. The Labor Department was created three years ago the first of the present month, and I can give you but a very limited detailed report of the factory inspections since the creation of this department, for the reason that we had no inspector, and our expense account was very limited, but will state that we succeeded in removing quite a number of children who were being worked in violation of the Child Labor Statute, and in many ways benefiting the conditions of labor. There were quite a number of our labor laws amended and strengthened at the last session of our Legislature and several new laws passed and become effective

a few months ago, viz., one of importance was the creation of the office of Safety Appliance Inspector, the duties of same being confined to railroads. This was an addition to the law creating the Labor Department. Also the State Factory Inspector, both of these become effective the first day of September, 20 days ago and come under the jurisdiction of the Labor Department. Another, the passage of the new child labor law placing the age limit at fifteen years in all factories and industries using machinery, and to seventeen years in quarries and mines.

In connection with this I will state that we are experiencing some little difficulty on account of the parents of some children who are disposed to perjure themselves in order to secure employment for their children, and I believe I am safe in saying, as this applies to our foreign element, that this condition is not alone confined to Texas.

I would like to hear from the gentlemen from other states who have had a like experience along these lines.

Our last Legislature made an effort to introduce some measures along the lines of a Workmen's Compensation and Employer's Liability Law but failed, and in lieu thereof a joint committee was appointed from both houses comprising eight members to look into this matter with a view of framing up some statute to cover this matter and to report back to the next Session of the Legislature which convenes in January, 1913, at which time we hope to accomplish something in the way of strengthening our present laws and adding several new laws to our Statutes.

Secretary Williams: I am requested to announce an entertainment from the Home Company this evening at the theatre. I presume some arrangements for a joint session will be made for this afternoon if possible.

I wish to further announce that the Labor Commissioners have decided upon the City of Washington, D. C., as their next place of meeting.

We have a Programme Committee of which I am a member. I might also report that we have possibly 25 or 30 questions which have been submitted. If it is the wish of the Association we can take up these questions, or continue with the regular order of business.

Mr. Hoffman: Our law provides that in any case any child appears to be unable to perform the labor at which he or she is employed, the officials of Labor Department may require employer of such child to produce a certificate from some reputable practicing physician of the physical fitness of the child for such work, and where such certificate cannot be obtained of the child's fitness, such child shall not be employed. Anyone refusing to produce such certificate herein required upon demand, or who shall employ a child when a certificate has been procured stating that such child is physically unable to work, shall be guilty of a gross misdemeanor.

We do not know as yet whether the Supreme Court would uphold such a law; but there has been no objection to it as yet.

Davies: Would not it be a good idea to embody in our Reports, court decisions upon important cases, cases out of the ordinary; and that such copies be handed in to our secretary for that purpose?

California, Mr. C. M. Hansen, representing the Liability Insurance Inspection Department of his State:

Mr. Chairman and Members of this Convention:

If, during the few words that I am to say, my accent and pronunciation at times should indicate that I am not an orator, I ask your kind indulgence. Being, so to speak, an intruder in this convention, I shall not attempt to add anything new in the matter of Factory Inspection. It has already been handled by men here who are far more qualified than am I. There is, however, one matter that so far, has never been mentioned in this convention. It is the matter of co-operation with our Liability Insurance Inspection Department.

This is the subject to which I invite your careful consideration. It would seem to me that our interests are identical. We are all engaged in the matter of lessening accidents to employes in our industrial establishments. It would be well, once in a while, for us to forget that we as men are representing

corporations, and that in reality we have feelings as well as you gentlemen as far as the laboring man is concerned.

It has been my lot and opportunity during the past few years to make inspection in a great number of the states, and I must admit in many instances, that I have run up against the State Factory Inspector, and he as well as myself tried to be courteous, but the co-operation which naturally should exist between us, a bond of sympathy which would seem to be the natural outcome of our mutual aims, has always been conspicuous by its absence.

When Mr. Davies and some other parties in Chicago, asked me to come here to this convention I accepted the invitation with pleasure. I attended the meeting of the Association of American Labor in Chicago and found it more than interesting, and it is needless to say that I have enjoyed being here at this convention.

Our Liability Insurance in this country is largely the same as the Employers' Association Insurance in the European countries; that is, our duty is to devise ways and means by which to lessen the possibility of accident to our respective assured employees. You will understand that not being vested with any authority under the law we can obtain membership only through showing the individual the benefits of safeguarding his employee from accident. It has been charged, and, perhaps, with a great deal of truth that this interest on the part of the Liability Company, has been largely a matter of financial interest; that this inspection is made to protect our people from any damage claims. It is true, I will admit it. But does it matter what the motive is, whether financial or humane so long as we are obtaining good results? and I am in position to state without fear of successful contradiction that with the 500 Liability Inspectors—possibly between 400 and 500—we have been in a position to achieve more real results than you would think, but our results would have been much greater if we but had the co-operation of you State Factory Inspection Departments.

In my years of experience in this field, both as an inspector and now as executive of the Prevention Department of one of our Liability Companies, I have had the opportunity to study first hand the conditions in the various states which have and those which have not factory inspection laws. I see that a vast amount of good has been accomplished; but I tell you frankly and candidly that the results obtained have not been in any way proportionate to the amount of money and efforts expended by either the State Factory Inspectors or the Liability Companies. I might say that this has been entirely due to lack of co-operation. My early engineering experience, practical and theoretical, was obtained in a country where accident prevention was made a matter of close study—where, in other words, they have not only the inspectors, but the employer, the employee where help is employed. Everybody, so to speak talks prevention. Never forget that. They talk about it; they read about it; they have established museums of safety in nearly every city, and in every section of the country easily approachable by the general public. We have not been in the prevention campaign in the United States long enough to have obtained any such results, but we have been in it long enough to have obtained larger results than we have. That is my opinion and I believe you gentlemen will all agree with me.

Gentlemen, we have a lot of hard work before us, and it occurs to me that by united efforts the social scourge can be largely eliminated. Experts differ as to how many of them could be eliminated but I believe if concerted action was entered upon by all of us interested that in less than 100 years we would at least prevent through improved machinery and sanitary conditions in our industrial establishments, at least 75 per cent of all accidents. I believe I am conservative in my estimate. But to achieve it we must solicit the earnest co-operation of all employers, employees, manufacturers, associations and labor unions, state factory inspection departments and insurance inspection departments, each to help along this line—the interest of everyone must be taken into consideration. We never achieve anything good, really good, without the aid of someone. We must be fair to all to get co-operation. In several states we are burdened already with too many laws that are not

enforced. It is not so much laws that we need as it is education. You can not legislate morality or good citizenship into any individual; it is entirely against human nature. You must be able through education to show to an individual that it is his duty as a citizen of the nation to do the right thing without being told. If we can educate our employers to that point they will do the right thing without having us to resort to police measures in order to make them do it. For this co-operation, gentlemen, I heartily bespeak your consideration not to forget, for the time being at least, that when I speak I am speaking my own personal conviction, not speaking or acting as a mouth-piece for any private corporation or individual. I thank you very much for your attention. (Applause).

Mr. Burke: I have had some experience with Insurance Inspectors and occasionally find that they have not been men capable of doing the work properly.

Mr. Hansen: I can say as for myself that I have never sent an insurance inspector out until I have satisfied myself that he is competent, judging from his work in the home office.

Secretary Williams: Along this line my experience has been somewhat similar to Mr. Burke's; but in the State of Missouri we do co-operate with the Liability Inspectors as far as possible. My experience, however, is that they are all thoroughly competent men, and many times with better training than some of the State's officers. After recommendation is made to us by a representative of some Liability Company we, of course, make a full investigation and if our views co-incide with his we proceed to issue an order covering the situation. If they don't why we simply refuse to handle the matter. Our attention has been called a number of times to boiler inspections having been made by a representative of some Liability Company. We do not have boiler inspection in Missouri outside of the three large cities excepting that made by Insurance Companies. Therefore, we have some pretty bad boilers in our state, and occasionally find some hickory bark wrapped around them to keep it from falling apart. I asked a fellow one day when his gauge had been tested. He said he thought "it was tested when the boiler was made." I presume it had been.

I once had my attention called to a boiler in a laundry where the pressure had been regulated by the Insurance Company, not to exceed 85 lbs. They said they could not handle their business with that pressure and proceeded to run the pressure up to 110, and the insurance company advised them they would have to withdraw their insurance. In fact that is about all a company can do, if the risk is considered too great, to cancel their policy. In this particular case I believe that is what the Insurance Company did, they told them they were carrying a very unsafe pressure and they would have to reduce it or get in another boiler. I am sure, no matter how good an inspector you may have or how clever and competent he may be, you will not miss it very far by co-operation with the inspectors of the various Liability Companies.

Maryland, Chas. J. Fox:

Mr. President and Gentlemen:

I want to apologize for overlooking the fact that I was expected to furnish a report to this body as well as to the Commissioners, consequently I have not prepared a special report. You are, undoubtedly, interested solely in factory inspection and I will now read that portion of my report which pertains to that. In Maryland we do not have a factory inspection law for the safeguarding of danger from machinery and otherwise as in most States, it only pertains to the sanitary condition of factories, such as ventilation, fire escapes, etc., where certain articles are manufactured.

Our Factory Inspection Law requires that all workrooms in which clothing, cigars, cigarettes, etc., are made shall be cleaned once in every twenty-four hours, have ample light and ventilation and contain at least four hundred cubic feet of air space to each person employed. The number of permits outstanding under the Factory Inspection Law in Maryland January 1, 1910, was 1,759, authorizing the employment of 48,142 people, and the number of permits issued during the year 1910 for the manufacturing of any of these

articles in factories and shops was 422, authorizing the employment of 15,823 people, and in tenements and dwellings 337, authorizing the employment of 1,066 people, making the total number of permits outstanding December 31, 1910, 2,518, authorizing the employment of 65,031 men, women and children.

The number of inspections made under the Factory Inspection Law during the year 1910 was 1,867 first and 752 second inspections, making a total of 2,619.

The number of permits issued under the Factory Inspection Law have steadily decreased, while the number employed has gradually increased from year to year, which shows that the tenements and dwellings in which clothing, etc., is often made surrounded by filth and sometimes disease, are being abandoned for the model factory where there is ample light, ventilation and good sanitary conditions, and where the articles made do not come in contact with the family. These conditions are most gratifying and show that only five per cent of the 65,031 men, women and children employed in the manufacturing of clothing, etc., are employed at their homes, while ninety-five per cent are at work in the factories.

The sanitary conditions of the work rooms have also greatly improved from year to year, there being only two reported dirty in 1910 as compared with eight in 1909 and fifteen in 1908, and of the premises inspected, three were reported dirty in 1910, five in 1909, and twelve in 1908.

There were nine arrests made during the year for violations of this law. In six cases the parties were convicted, two cases were dismissed and one is still pending in court.

These conditions show a general observance of the law, and at the same time help to maintain the reputation heretofore established for Baltimore made garments as being the best, as in no other city is clothing made under better sanitary conditions.

Wisconsin, Mr. Beck:

Mr. President and Gentlemen of the Convention:

I know you are getting weary of this work and some of you are already thinking of going home, so I will not detain you very long. I will not attempt to go over the work in my State. We have not had much material change in our legislation since last year. We have had some, but I do not care to offer them until we have tested them out in our own state. While we have been putting laws on the statute books since 1883 I presume they could all be written or condensed into a five or six-page of ordinary book paper, that is, the labor laws relating to the public. Whether we have had any more obstacles in our way than you I am not able to say, but it was the obstacles in the way that caused us to look around for something different and better, something more adequate and more to the purpose.

Some of the principal obstacles that we found in our work of factory inspection was our laws covering specific things to be done. It seems that dangerous places and dangerous machines would develop a great deal faster than we could get laws to cover them. One was the development of a certain kind of furnace where a fireman upon opening the door of the fire box the flames belched forth and killed him. Our Legislature was unable to keep up with the industrial development of the State. We wanted a law to protect a man working on the ore docks, there were three killed in one winter. No one knew where they were and we found them buried. When we wanted a law we would have to organize society and go down to Madison before the Legislature and say that here was a case or condition of affairs and we want this law passed to protect these men. Six men were killed in one city in our State last August by falling off a tramway, one of the most dangerous places to work in the State with no law to cover it.

In regard to buzz saws we had a most peculiar situation. We had a man who had his hand cut off; he sued for damages. The lower court gave him a judgment for \$5,000 on the ground that it was reasonable that the owner should have had the saw guarded, under a clause in the law which provided that fly-wheels, tumbling rods, etc., and all other dangerous machinery shall be securely guarded; but the clause did not contain the term buzz saw. It

contained all the other dangerous machinery that the framers of the bill had in mind. In construing the law the court said that a buzz saw could not be included in the term "all other dangerous machinery." That the law must be interpreted in the line of what has already been said and what follows the particular part to be construed—in other words, it must be interpreted in connection with the law in general. Therefore, there is no law to compel the guarding of a buzz saw in Wisconsin.

We also had difficulty in the way of enforcing what laws we did have; different inspectors would exercise different judgment in matters, and our courts would look upon the various phases of our work with different judgment. A district attorney, sometimes, in an agricultural district or community would look at our laws with a great deal of a different attitude from what a district attorney in a manufacturing district or community, like Milwaukee, would look at the same thing. Also we have met with opposition from many employers on account of lack of sufficiency of inspectors. As to the attitude of the court I would say this—we have two cities of about equal population, 30,000 inhabitants. The output in manufactured products is about equal in the two cities. We have secured in the last six years something like 86 convictions in one city, in the other we have not secured a single conviction. We call for a jury trial. A jury trial in one place will usually throw it out of court in that particular city. Now, we have secured a department in the State University for the purpose of studying labor conditions. We had last year 51 students studying the problemst hat we are studying. When we have any work we go over to that institution and place it before them, and start out a bunch of students to study. Last year they studied every conceivable thing in all of our states and in various other countries so we have been stealing a little bit from all of them. One student will make a specialty of employers' liability, another child labor. They will discuss them pro and con, and then we discuss those questions and make corrections, and finally send them out to all the other bureaus and constitutional lawyers and get opinions and then frame our bills accordingly and have them ready for the Legislature.

The industrial commission bureau which was absorbed by another department relating to labor, and particularly employers, have been employed by our industrial commission. The principal thing that we have attempted to in that way was to cover everything and started out with the word "safety," which usually means as it does in this act such freedom from and danger to life, health and morals of employes or frequenters in establishments as the nature of the business and reasonableness will permit. We do not like the word "reasonableness" in there, but there is a constitutional interpretation which makes it safe to use the word "reasonable."

The law also created an industrial commission to inquire into various matters and I can vouch for two members of that commission who will fill the bill and examine into these places and determine whether they are made safe, and then to issue such orders or rules as in the judgment of the commission are necessary to make them safe. It places a penalty upon an employer for failure to comply with the order of the commission. A first blush that law might look to some of you as delegated power, but we found authority in court decisions to bear us out in framing our law in that way. We found in the railroad commission law in Wisconsin where the Soo Line attempted to test the constitutionality of the railroad rate law on the theory it was giving legislative power to an administrative body of men. The Railroad Commission Law lays down the general rule that all services of railroad shall be adequate and the charges for the service reasonable. It gives the commission authority to adopt such rules and regulations to compel railroad companies in that state to comply with the general legislative rule regarding service and charges. The Railroad Commission went into a little town and ordered a depot and side track to be placed there. The case was taken to the Supreme Court. The Supreme Court maintained that if it had been called upon to determine whether a depot and side track were necessary it would probably have determined it, but that was not the question for the Supreme Court to decide, and

that there was another place or another body of men who would decide or determine that question—they would not go back of the railroad commission. Last spring we had a test of the Civil Service Law in the Supreme Court which was more severe than the Railroad Rate Law. It was a violation of the Civil Service Commission Law; they decided that it was conferring legislative power upon a body of administrative officers, but the Supreme Court held that the Legislature had adopted the general rule that services to the State shall be as efficient as salaries would command; that efficiency was not delegated or legislative power but administrative necessary to carry out provisions of the act.

Those are the two cases we won, and we have a solid foundation for any industrial commission law. We are now working out, in conjunction with the Insurance Inspector, with the economist, laboring men and employers as well, rules of safety all over the State and we are meeting with a great deal of success. We have the factory inspection end of it pretty well organized. We went over into the State of Illinois the other day and got a gentleman recommended to us by private corporations as perhaps the best safety man in the country. We can only keep him temporarily at \$25 a day, to come in and organize that department. We went over into New York and stole the best man we could find, a graduate of one of our institutions of learning and took him away from Mr. Williams. We are up against the worst proposition of all, the establishment of the sanitary end of it. We looked here, there and everywhere, even in the old country where they have made rapid advances, and we have begun to break ground in the sanitary side of our work. Illinois has had a commission, but hampered by want of funds and not able to do very much although they have considerable backing. We are studying the New York situation. We sent one of our officers there to inquire into their law. He went from there over into Massachusetts, General Whitney's department. There is a tremendous amount of work to be done; but we can reach that side of it when we get our commission going and divided up into bureaus as necessity demands. We are going to have a very good and safe place to live in.

Barney Cohen (of Chicago):

Mr. President and Gentlemen:

I am glad you spoke of it. The case may be tried by jury but original jurisdiction now lies in the Circuit Court of the county; from there they go direct to the Supreme Court. In our State we have given our Supreme Court original jurisdiction to test the validity and reasonableness of an order of the commission; the civil service goes direct to the Supreme Court. We avoid some of the chief obstacles in the way of accomplishing things by placing the matter directly in the Supreme Court. In that way we will have uniformity of decisions which we were unable to get before.

Replying to a question, Mr. Cohen said:

If I understand your question correctly, the statute which created the industrial commission abolished the industrial acts of the bureau of labor, state factory inspection department and the board of arbitration and now does the enforcing of all existing laws under the industrial commission. I think it would have been impossible for us to have secured this bill had it not been proceeded by the industrial law prior to the enactment of this law.

The President: This closes the reports of States and I would suggest that we now devise some means of meeting our expenses.

Secretary Williams: It is necessary that we proceed to look after the financial end of this business. And very essential that the 1911 dues to the organization be paid; so far dues have only been paid by one State. Of course the matter of ordering copies of the Hendersonville meeting will help, but in looking over the books I notice I will have to assume an obligation of something like \$200.

Mr. Williams (New York): I understood that the deficit as presented by former secretary represented about \$125. The secretary speaks of \$200. I would be pleased to have him inform me of what this \$200 consists.

Secretary: I will not take up the time reading the report of Secretary Watson, but he states among other things that the only debt now unpaid is the printing debt for the proceedings which we have just received. He also states cash on hand \$105.09. I will be glad to supply any member with a copy of the Hendersonville report as they have just been received.

Mr. Whalen: Is there any member who is now indebted for either dues or for reports?

Secretary: I suppose the Auditing Committee can answer that better than I can.

Mr. Whalen: I move that the Auditing Committee report showing how many States are now indebted to the Association. Seconded and carried.

Mr. Walsh: I move that an urgent request be made to every member here present to make some arrangement with the secretary whether or not he will buy any copies of the report before adjournment so that we will have a definite understanding what the attitude of each representative is.

On motion duly seconded and carried, convention adjourned until 1:30 o'clock P. M.

AFTERNOON SESSION.

Convention called to order by President Guyon.

Question Box.

Question: What States have adequate laws governing fire escapes and sanitary laws?

Mr. Williams: I am willing to say that we have not anything adequate governing fire escapes or sanitation. We are seeking year after year to perfect our laws with respect to these things. We had a bill before our Legislature for a fire escape law during the past session which bill failed of passage—but we have not become discouraged.

Mr. Davies: We have somewhat adequate laws.

Iowa, Mr. J. C. Walker: We have adequate fire escape laws with the exception of that part from the end of the stairs to the ground. There seems to be a question in the minds of several inspectors that we are left pretty much in the position we were before, but we have to use a little bluff in the matter of school houses and opera houses where we insist that the stairs shall go down to the ground. The law, however, does not empower us to require this. The law says they shall be provided with drop ladder or collar box. While we have not adequate fire escape laws I think we are in the front rank in that respect, and I would like to hear what the other members have to say on what would be a proper landing. Our law says that all school houses and opera houses where people have to use it for the purpose of escaping, the stairs shall go to the ground, but there is that danger of the collar box not being sufficient, as our law says 5 feet from the ground.

Question: What class of fire escapes is the best to recommend—in recommending fire escapes, what class is the best to use?

Secretary Williams: What is known as the stairway escape.

Mr. Maupin: I would state that that is one of the questions that troubled me. The old law required that we should give notice to parties to erect fire escapes, the result was that notice after notice was sent and no attention paid to it. The old style ladder was inadequate and two years ago we amended the law. It said that all buildings of a "certain description," three stories high or more, should be equipped with fire escape within six months after the law went into effect. No notice required. Nebraska law requires stairs, chute, or toboggan, which means chute. The ladder escape is no longer legal in Nebraska. They shall be equipped with fire escape stairway, chute or toboggan, and must be erected according to directions of the department of labor.

Mr. Hudson: In the matter of fire escapes, I shall not attempt in what I have to say—it is not necessary—to tell you the importance of efficacious fire escape. I merely want to tell you the amendments I have secured in Rhode Island for an efficient fire escape.

I have a circular here, copies of which I have distributed. This is what I sent to the owners of buildings on which fire escapes were required.

"The question of an easy and safe means of egress from buildings in case of fire is one of the greatest importance and is, therefore, constantly on the minds of manufacturers and other owners of buildings used for manufacturing purposes. The object of this circular is to bring to your attention the accompanying plates which represent the different applications of the principle embodied in the Philadelphia Fire Escape.

"The fundamental idea of this arrangement is that the stairway tower has no direct communication with the different rooms and floors of the building, and, therefore is free from danger of smoke or flame. One must go out from the work room into the open air in order to reach the stairway, and then the way to the ground is safe and easy. It furnishes a place of safety within a few feet and on the level of each floor. It also affords absolutely safe access for firemen to any floor of the building. Using it as the means of daily entrance to and exit from the building you have a fire drill constantly in operation.

"This fire escape is approved by the New York Board of Fire Underwriters and other authorities, and is recommended as the best means known for escape from buildings in case of fire.

"I feel assured you will give the matter careful consideration."

In order to help the matter along I wish to offer the following resolution for action by this Association, and by your permission I will read it.

Whereas, The question of an easy and safe means of egress for employes in case of fire in buildings used for manufacturing purposes, is one of vital importance; and

Whereas, It is the duty of the members of this Association in their individual official capacities to be constantly on the alert to recommend the best means known for insuring the safety of the workers under their care; therefore, be it

Resolved, By the International Association of Factory Inspectors, assembled in their twenty-fifth annual convention, at Lincoln, Nebraska, thereby expressing their belief in the efficacy of the use of safety fire escape as a means of saving life in the case of fire, urges the several departments of labor and factory inspectors in the United States and in Canada, to use every effort to bring about some arrangement embodying this principle into universal use.

Mr. President, I move its adoption.

Carried.

Mr. Garrett, of Texas, says: There is no adequate state law compelling factories, or those that are occupying rooms 4 to 7 stories above the street, to put in fire escapes at all, nor doors opening outward. I presume this matter will be taken up at the next session of the Legislature, if the pressure of the Bureau of Labor has any effect. In the larger cities there are a number of shops located on the 7th or 8th floors and some of them still higher, and they have nothing but one or two ladder escapes attached to the building, and it would be impossible to get a lot of women to climb down such a stairway.

While I have the floor, I would like to call attention to another matter.

In my State they have a Spider Bill for the proper baling of cotton so as not to have ties stick out in shipment. In the adjoining States (Oklahoma and Arkansas), I don't believe they have any law governing that proposition. Many of you, perhaps, are not familiar with the "Spider Bill;" it is for compressing cotton in proper shape for shipping. Many longshoremen have been injured where the tie stuck out in transit. At a called session they passed a law regulating the size and character of bale of that cotton so there would be no injury. In Oklahoma, and adjoining States, they raise a great deal of cotton and it comes to Texas to be shipped at Galveston. Perhaps the law would not apply to the cotton in the other States, that is, in the condition in which the cotton is shipped—the law does not touch them outside of the State.

I wanted some suggestions as to the best manner to bring this to the attention of the Interstate Commerce Commission, and have laws enacted that would cover that phase of the situation. We must have some relief in that respect as it falls to the duty of the inspector to inspect this cotton.

Mr. Powers: I move that the matter be referred to the Committee on Resolutions.

(I find no further action in this matter. Reporter.)

Question: What is the best course to pursue in regard to parents signing permits for the employment of children in factories and workshops under the prohibited age?

Mr. Garrett: I find many parents signing such permits when the children are not of the required age. It is a hard matter to ascertain whether the children are of age. Recent legislation in Texas compels every physician to make and keep a record of all births and deaths. The law has not been enforced as it should be. Prior to that time I do not believe there was a birth rate record kept any more than in a casual way. In many cases it is a hard matter to ascertain when or where the child was born or get any data at all in regard to the child's age. I wanted some suggestion as to the best way to pursue to obtain the age of the child.

Question: What is the law in Texas? Don't you require a certificate as to age?

Mr. Garrett: Not yet.

Mr. Hoffman: Minnesota: Most States go upon the theory that an affidavit sworn to should be considered evidence, but in many instances where perjury is found, few officials have any faith in affidavits. I believe that a little law enforcement would settle that question. In case where there was perjury, if the party was prosecuted it would do away with a great deal of that bad business. In Minneapolis a party told me of an instance where the truant officer brought in a baptismal witness, whereupon the parent declared that the priest was a liar; that the child was older than the baptismal certificate. Should not an affidavit be made to amount to something. If an inspector would prosecute for perjury a case where the party could afford to go to prison it would stop some of this perjury business. It is hard, of course, to send a bread-winner to prison, but to get a case where it will be worth while, and I believe it will do away with this matter of perjury.

Johnson (of Chicago): In regard to affidavit and prosecuting a poor parent, under the system we have there now, they have to either take the record from the school record or have the parent before the County Judge and swear to the age of the child.

Mr. Warren: Does it require a special act in order to get it before the County Judge?

Johnson: No.

Secretary Williams: I disagree with the gentleman here relative to the advisability of prosecution. In the first place, invariably, in the case of a poor parent, the child is driven to seek employment through the pathetic urge of necessity, and you would accomplish very little by prosecution. In the second place, even with what publicity you might obtain by prosecution it would not reach the class of people you desire to reach—those who do not read the papers. I have a case in mind where a mother made a false affidavit in regard to the age of her son. He was killed on his birthday, while at work at his first task. Upon entering the home of the bereaved mother you could hardly imagine the officer prosecuting her for making a false affidavit, notwithstanding the fact that the employer of the boy was liable for his death on account of his illegal employment.

That is another phase of the question, the employer who accepts the document issued by any authority in any State which might be covered by the law, assumes that it is authentic; accepts the statements therein contained that the child is of legal age and may be legally employed, that is where we had trouble in our State trying to surround these certificates with every safeguard. The law requires a number of things before a certificate is issued. I think many of you have copies of the certificate which the factory inspection

department is required to furnish. We furnish the blank and also blanks for reporting the certificate issued, it is now handled by the school authorities of the State. Before securing a certificate, the school record of such child properly filled out and signed by proper executive officer of the school such child has attended must first be obtained. Such school record shall also give birthday and name of parents, guardians or custodians, or the passport or baptismal record showing place of birth, date and age of the child.

In the absence of any of those documents an affidavit may be required of the parent, guardian or custodian of the child which shall not be accepted, however, unless such passport, certificate of birth or baptismal or other such record, is not obtainable showing the place of birth and age of such child.

I believe in our State we have surrounded the issuance of certificates with every precaution possible and are putting out an authentic document that the employer may rely upon.

Iowa, Mr. Walker: What should be done with parents who make false affidavit? In our State, upon the shoulders of the man who employs the child falls the burden of proving the affidavit false. We provide, however, for certificate or affidavit for our own satisfaction and more for the protection of the employer to whom the child might apply for employment.

These certificates are furnished for protection more than anything else. There is nothing in the Iowa law that relieves the employer from prosecutions if he has ever so many affidavits. On the face of it, it might look bad; it gives him a chance to come back at the parents, guardians or custodians. There is no way for him to get back at the State if he had a dozen certificates.

Mr. Hudson: We are afflicted with child labor more than most of the States for the reason that we have so many textile plants. We have about every desirable thing with the exception of physical examination. We take the affidavit of no parent or any other person. The certificate, in the first instance, is issued under the direction of the school committees of the different towns and cities. In order for the official to be able to issue certificate he must be furnished with a baptismal certificate or passport. If he is satisfied upon strict examination that neither of those papers can be found—and right there we have some trouble—he passes it up to the secretary of the State Board of Education and the matter of issuing the certificate or not is upon such evidence as is satisfactory to him. He takes no oaths of parents or from anybody; in cases where it cannot be completed it goes to one man in the State. I think that narrows it down as close as you can get it.

Clarke, Ontario: If we find a child working under those conditions which is under age we prosecute both parents of the child for allowing the child to go to work, and also the employer, and we find it brings good results. If born in Ontario and we are still in doubt we immediately hunt up the record to find out the child's birth date. In a large number of cases they carry a birth certificate from their own country, and in such cases where the child is born outside of the Province they have to go before a magistrate and make affidavit as to date of birth.

We also prosecute the lazy parent. The onus of proving the age falls upon the employer; he must prove to the satisfaction of the court that the child is over 14. In one shop we found a little fellow 12 years of age. There was a prominent member of organized labor in the town holding a meeting. I attended the meeting and at the meeting the gentleman took up the subject of child labor. The next day the manager of the mill disputed the boy's age. The father claimed the child was 15. I got the evidence and proved the child was but 12 years of age. Instead of prosecuting the firm I prosecuted the parent. We obtain the best results by prosecuting the parent for allowing the child to go to work.

President: I hope the time will soon come when all those enforcing Child Labor Law will have a uniform system. It would relieve the inspectors of a great responsibility.

Illinois, Mr. Davies: About a year ago one of our inspectors and myself visited one of our industries in Illinois where they employed a great many people and a great many children between the ages of 14 and 15, boys and girls.

In previous years we had prosecuted the firm or corporation for employing girls and boys more than eight hours a day for working on affidavits. Under the law of Illinois no child shall be employed on an affidavit.

Walking through the plant I noticed many boys and girls. They had been very careful and we had not found any violations. But I noticed a young girl there and I said, "Young Lassie, how old are you?" and she replied, "Do you want certificate? the Superintendent has that." I took her aside, and asked her, "How many hours do you work?" She said, "Nine hours." I turned to the Superintendent and said, "You are laying yourself liable. No girl shall be allowed to work nine hours a day." He said, "Yes, they are allowed to work nine hours a day." I said, "You are violating the law." He said, "We are not, if you will come to my office I will show you correspondence in relation to it." I went to his office, and was shown many letters signed by attorneys in which was stated that they were attorneys for corporations, and had been watching the law in relation to child labor. "Your boys and girls can work nine hours a day." I replied, "that was not the fact." He said, "I will call up our attorney and have him talk with you." I began to think perhaps there was something wrong. The attorney asked, "Who is this?" I said, "State Factory Inspector for the State of Illinois." He said, "You say this company is violating the law in regard to child labor?" I said, "Yes." He asked, "How long have you been inspector?" I said, "About three years." He said, "You better get acquainted with the laws of the State." I said, "I would like to talk with you over at the office." He said, "You stay there and I will be there shortly," and in about an hour along he came. He was a rough looking fellow and says, "Where is that inspector?" He tried to make me look like a little child; and in the presence of the superintendent he says, "How long have you been inspector," and a lot of other such questions. "Why do you come here and stir up trouble between these people where everything is harmonious?" I said, "Mr. Attorney, I tell you right now that this Company has been and is violating the law, and I want to say further that you are not familiar with the Child Labor Law yourself." "I am not? Well, I will show you that you are wrong. Wait until I get a statute book and I will prove it to you." He sent for one but could find none. He said, "Where are you stopping?" I told him where. He said, "I will be over there and will prove to you that you don't know what you are talking about; and furthermore, I will bet you a hundred dollars that you are in error, and that the law reads nine hours a day, and may work on affidavit." We agreed to meet in East St. Louis, and at the appointed time in he came with the statute and opened it up. He says "Can you read English?" I says, I can, but I prefer that you would read it. He pulled his glasses on and read, "Any child under the age of 16 may be employed and shall not work more than nine hours in any one day." I said, "Mr. Attorney, do you know, you are reading not from the statute of Illinois. You are reading from the Missouri statute; they have a different law in Missouri, and this corporation is in Illinois." When I called his attention to that fact, he nearly fell through the floor and tried to apologize.

If there is any possibility of the States that are supporting child labor laws to have a uniform system relating to this matter it would aid very much and do away with different laws for each State.

Texas: In our State we have to prove the party guilty in the absence of any other information, or any birth certificate. A child may be born in any old country or any country where affidavit or other witness may be absent, and we have to prove the man guilty.

Mr. Williams (New York):

In the case of a child under 16 years of age, who is claimed to be over 16 years, and for whom the employer has an affidavit from parents, under our statute we have authority to demand that the employer furnish further proof that the child is over 16 years of age.

In regard to the affidavits of parents; we have absolutely nothing to do with the evidence upon which employment certificate is issued. That duty rests entirely upon the officer or board whose duty it is to issue the certificate

—and in our State, the Board of Health does that. But if the Board of Health accepts the affidavit of a parent, it must go upon the record.

The crime of making false affidavits has been reduced to the degree of misdemeanor and punished by a comparatively light fine; nevertheless, heavy enough to impress the criminal parent of the magnitude of it—a minimum fine of \$20 is imposed. We ought to bear in mind that to convict a parent of that crime, we must be in position to prove the age of the child. That is an easy enough matter if the State in which the child was born has provided for a thorough registration of vital statistics. In some of the younger States that is simply impossible, because they have not until recently undertaken the collection of vital statistics. It is an easier matter to prove the age of a child born in a foreign country, because such countries usually have a very thorough system of vital statistics. We find no difficulty, as a matter of fact, in securing competent evidence in the case of a foreign-born child. It is true they often tamper with the evidence of age; but the minute they do that, it is utterly valueless and should not be received in evidence. We have had experience of that kind. They furnish passports. In examining the passports closely, we have had a number of them bearing upon their face evidence of fraud. In such cases we have taken the precaution to take any such document to our office, and it never leaves our possession. If they want it, they must mandamus to obtain it, and we take the precaution to make it impossible for them again to use that document to deceive anyone else.

Mr. Walsh: There is something peculiar about departments. I can not see why each individual representative for his State says that the particular laws they have are the most satisfactory and produce the best results. We all know that the authorities making the laws are the members of the Legislature. I think the thing for us to do is to throw aside what we have at home and see if we cannot arrive at some good recommendations by discussion; see if we cannot devise something better.

The President: I think Delegate Walsh misunderstands. We are stating what we have. The remedial is out of our reach. We are certainly gathering information. "How do you do it in your State?"

General Whitney: I do not know that I can add very much to that which has already been so ably said. We had a peculiar experience in our State a few years ago where a foreman had a child in his employ that was not more than 13 years of age. We investigated the case, much the same as New York, and went to the register of the steamer and the record was admitted in evidence. By it we proved that four out of six were under age. The court now has the matter in hand. That has helped us a great deal. You can get information if you know the steamer and the names of the children are recorded when they enter upon the voyage. The Bureau of Immigration will extend the courtesy and you should be able to get it by correspondence. We took it up with the immigration authorities by correspondence.

In regard to these certificates from the schools I would like to say that now we have a law by which the State furnishes the age of the children and bears the expense of furnishing it to the different localities.

Mr. Davies: It would seem to me it would be advisable, when we next assemble, that we have some uniform child labor law up for discussion. There is no such thing as a uniform child labor law in existence now that would fit in every state. Would it not be wise that this Association appoint a committee to draft and submit to the next meeting or convention a uniform child labor law, and then we can take it to the different States. It would be a crime, it seems to me, to have a child work all day and then let him go to night school. There is but one country that can give the age of their children and that is Russia.

Question: How would it be possible to pass a uniform child labor law in all the different States?

Mr. Davies: I do not advocate the passage of a uniform child labor law identically the same for each State. We can come here with tentative plans and discuss them and then carry back something more definite to our respective States.

Mr. Ribble: I am interested in a question. It is, what provision should be made for a child when discharged from the factory when the child has no physical means of support? That is a question I have met in my practice. What ought to be done with such a child? The child has no guardian, no parent, the State does not own him and he is forced into idleness.

Mr. Warren: We provide in our State for children of school age where they have been forced out of employment by the compulsory education law, if the child's father and mother are dead. During the time he is attending school the District must afford what is known as a scholarship. I think it is not less than \$3 nor more than \$4.50 a week. In addition they are obliged to furnish him with school supplies for the time the compulsory law compels him to attend school. Any child under the age of 16 years who has not passed the 8th grade must go to school until he is 16 years of age, or until he has passed the 8th grade under the compulsory education law.

Mr. Williams, New York: I am in sympathy with this question, and the principle that underlies this question, but I am constrained to call the attention of the convention to the fact that it is not a question the Factory Inspectors are concerned in.

Mr. Ribble: Our State laws are for the purpose of protecting children. If we do not have good laws we should have them, and have such laws as will protect the little children. The men I get after in my work are those who employ children because they can get them a little cheaper. I found a child where he was dependent upon his own resources. He was discharged from work where he had an opportunity to learn a good trade when he was 13 years of age. That child is now in the Reform School. When he had an opportunity of becoming an efficient member of society he was forced into idleness by a truant officer who felt, perhaps, that he had to establish a record. A very great responsibility rests upon the shoulders of the man whose duty it is to enforce those things. You have the life of the child at stake, and I believe the law should be so tempered, or so enforced, as to furnish some sort of protection to children for whom the law was created, otherwise you become a persecutor instead of a prosecutor.

Mr. Walsh: That is one of the most important questions that can be brought to our attention; and I move, Mr. President, that a committee of three be appointed to see whether any reasonable recommendation cannot be made along that line.

The motion is seconded and carried.

Mr. Whalen (New York): I move that the question of ventilation be now taken up for consideration, for thirty minutes.

The motion is seconded and carried.

Question: Is it advisable to develop specialists in the field of factory inspection proper?

Mr. Davies: It can be handled through the department. If a particular subject to be handled covers many fields then it is essential to develop specialists along that line. The specialists should be trained through this Association. What each one collects should be handed along for the benefit of all. In Illinois we train them along each line, electricity, medical research; everything bearing upon the question of labor, sanitation, ventilation, fire protection. We call in inspectors from all over the State and discuss these subjects and invite to these meetings the best specialists we can get along the particular line discussed.

Mr. Hoffman (Minnesota): In Minnesota we started 24 years ago with one man. We have now increased until we have 13 male inspectors. Inspection has grown. These men have grown long with the business and have gradually reached the position where they become scientific. We have reached the time when we shall have to train specialists in order to make greater progress.

Mr. Williams (New York):

This is a very important subject. Look at the corporations—how do they handle their business? They employ trained men; they train men themselves and bring them up from the bottom—to be what? To be specialists

in certain lines. We shall never have the efficient factory inspection in this country that we are entitled to until every department realizes the importance of this matter. In a short time New York expects to have a corps of specialists; we hope to develop specialists whose business it will be to inspect certain lines of industry. We believe that there are some men in our Department who are better qualified than others to take up mechanical or machinery problems; men who by reason of their peculiar experience are better qualified to make specially efficient inspectors in factory work.

Mr. Walsh: The law governing this question in Indiana specifies that no person shall be employed in factory inspection work in any particular line unless he has had at least ten years experience; and must make affidavit when he comes into the department to that effect. We have two practical machinists and millwrights in our employ. Whenever anything comes up of importance we have trained men in that particular branch—therefore, we get good results.

Mr. Ribble: In our inspection work we have to cover all kinds of work—so that in the matter of factory inspection we are in the stage of advancement—with the exception, possibly of mining.

Mr. Hansen: In Germany, the factory inspector must be an expert in his particular line. He must be a technical draftsman before he can get his certificate. I think it is one of the fundamental principles of factory inspection.

Mr. Williams (Missouri): There is no question about that being true of every line of work in the country, and it is especially true of factory inspection. You will probably remember what Mr. Schwedtmann threw on the canvas the other evening at the hotel.

That might be pretty broad, but it is true that the man who has been brought up in the business and has finally arrived at the position of supervising inspector certainly knows something about the business—he is a specialist in his line and certainly competent to make a thorough report on any proposition he investigates.

Question: Is it advisable for Departments of Factory Inspection to prescribe course of training for the inspector with special reference to safeguarding machinery?

If the question is answered in the affirmative, then, how are we to train our inspectors?

Mr. Williams (New York):

New York this year has answered that question by enabling us to employ a mechanical engineer whose business it will be to consider the questions of safety and to study technical problems. After carefully studying those problems in the various industries, he will then go right into the field and instruct our men how to better perform their work.

Mr. Davies: That's all right for New York where they have \$325,000 set aside for their work. That mechanical engineer is all right, but what are we going to do for our old inspectors pending a course of instruction wherein after they have inspected certain conditions and have given orders then your mechanical engineer comes around and says it is all wrong? Training comes by experience and you can supplement that training by putting into your department mechanical men who are sufficiently studious. Let them travel in Europe and compare their work with experienced men. Then, in your department, put in one, two or three men with practical training who shall supervise every order that comes in, and make necessary alteration, who shall then go out and tell the manufacturers what he shall do. That is the system in Illinois. It can be carried out in every State. Then also supplement it by putting in a reference library of all works which deal with the subject handled so that upon rainy days they may read up on questions of interest.

Mr. Whalen: I think there is a campaign of education along all lines as far as efficiency is concerned. What we saw here yesterday is simply an instance, with the conservation of our natural resources, with our forests, with our fish and game, and every other protection that is given to almost everything. I think if this argument were had before a Legislature in a fair way by competent men it might help to bring about an ideal condition. All

these things cannot be done in a minute; they must be done in a business way. Nobody realizes more than we do in New York what legislation costs. Every man has his axe to grind, and the Legislature is carried on on the principle that if you "rub my back I will rub yours." The Labor Department of the State on New York has proved that the people's money has been expended judiciously and results have been accomplished. New York is doing a great work for the cause. I believe if the delegates will go back to their respective States and take up the work and prove by every legitimate argument the necessity of maintaining an efficient and well equipped department many good results will be accomplished.

Mr. Williams (Missouri): What are we going to do in the mean time? It is a long cry from the effectiveness of the New York Bureau to the one-man department in Nebraska. But there is a medium ground. Many of our States have but from 7 to 8 and 10 inspectors. I believe a great deal of good can be accomplished by holding weekly meetings in your offices and discussing these principles with your inspectors. If you have any literature on the subject get it and read it. I endeavor to have my inspectors discuss matters of business during the day. I do the best I can to interest them in these questions and after 5 o'clock they can do as they please. I prefer they devote their business hours to obtaining some beneficial information. I try to supply them with literature and acquaint them with what the other States are doing.

Mr. Hoffman (Minnesota): I believe it would be possible to frame up a list of questions and submit them to the Engineering Department of the State University, and have him answer. In that way inspectors can be trained. There are very many opportunities for training along certain lines.

Barney Cohen (Illinois): Five or six times a year we call meetings, and call the inspectors in to attend. I believe in that way we can educate our inspectors along lines necessary to make proper inspection.

Mr. Davies (Illinois):

I call the men in every two or three months, sometimes oftener and give out information that is necessary to guide them in the performance of their work and which will be a benefit to them. I call in expert men and tell them to ask questions and have some of the men answer questions. In that way they get the best of training from men who are acquainted with different problems. They may have to quit the active work in the field, but I believe it is best for them to have the training and we are here for that purpose.

General Whitney: I will state some experience. When I first took charge of the Department I found the same trouble in the inspection of factories and mercantile establishments and public buildings. In the public building inspection we had architects, we had men who had been contractors. I found that complaints were coming in from employers of factories and from some who were doing inspection on public buildings. I found that the inspector in one district or place was not following along parallel lines with the inspector in another district or place. For instance one contractor would not receive, in a general way, similar instructions with another contractor in another district. That one contractor would go over into another district and would receive different instructions from what he received in the other district. He would say, "Why don't you fellows all agree? Restrictions were placed upon me in one district or place, and I go into another district and then receive different instructions. Why don't you have a uniform method of issuing instructions?" The same thing occurred in regard to factory inspection. Orders would be issued for guarding machinery, or in changing the exit, or changing this or that machine, and I would receive same complaint. Therefore I made up my mind to hold meetings of inspectors and take up subjects for discussion. The architect to give points on construction and same in regard to the contractor. We should have standard rules for each and every inspector.

When an employer would take exception to an order issued by an inspector we have had considerable friction, but as a general rule the only thing an employer could do would be to hold it up and take out an injunction. After-

wards we gave the employer the right of appeal to the Superior Court within ten days. The order of an inspector would have to be complied with in thirty days, if he appealed within ten days from the time he received the order. The court then appointed a board of experts to hear the matter. If the court sustained the order, it sustained the man who appealed and went against the inspector, the county in which the building was located would then have to pay the costs.

The first thing I generally do after the Legislature has adjourned is to get all the laws pertaining to our Department. As soon as I collect them I call the inspectors in alternately—never call them in at the same time—and talk about the different laws. If you call them all at the same time they will branch off into other matters and you will have trouble. Have them come socially afterwards and discuss the laws. After hearing the discussion I made an official ruling and they were all told of it, and in that way it was productive of much good.

Mr. Kearns (Ohio): When I left Columbus Friday last to attend this convention in connection with the meeting at the Chicago conference on uniform legislation I had arranged to return home to my office on Friday of this week. I regret very much that it is necessary for me to leave at this time, this afternoon, in fact, in order to be back home Friday.

I came here with the expectation of learning a great deal from the proceedings of this convention; I have not been disappointed. While there has been a few things come up that were perhaps a little unpleasant, I feel that it has resulted in much good to the Association.

These matters here under discussion are very interesting to me and I regret having to leave at this time. I feel that this meeting will be of great benefit to me and my work. I assure you that at the next convention I shall come prepared to stay until the end.

I brought with me a letter which I will not attempt to read at this time but will hand it to the secretary, and feel it will receive the consideration that it deserves. Mr. Dorn, although out of the active service for a number of years is still very enthusiastic in the success of this Association of which he is the founder. I know this Association will carry out the suggestion, and will send a telegram to Mr. Dorn, who is seriously ill. He has reached that period in life where the sunset begins to fade for him. I think we could do nothing better than to send a telegram expressing our sympathies and our wishes for his speedy recovery.

I now wish to be excused, and again assuring you that I feel I have been greatly benefitted by coming and trusting that your further labors will be both pleasant and profitable, I shall take my leave. If I can be of any service to any member of the Association I desire them to make known their wants.

It was moved, seconded and carried that the suggestion made by the gentlemen from Ohio that a telegram be sent to Father Dorn and that the wording of such telegram be left to the secretary and president.

Mr. Redding (Ohio):

Mr. President and Delegates:

I wish to say that I have enjoyed this convention immensely and desire to express my regrets for leaving at this time. I am glad to have met you all and hope to meet you again.

Question: Is it advisable to prescribe a definite standard of ventilation for factories? What I mean is this, is it advisable that we prescribe by statute a definite standard of ventilation which must be complied with, let it be qualitative or quantitative. The quantitative standard is that which prescribes that a certain number of cubic feet of air per hour per person shall be delivered. The qualitative standard is that which prescribes a certain degree of purity which must be maintained.

Mr. Burke: The question is a very important one. I might state for your edification that our Act provides 300 cubic feet of air space and, in addition to that, requires that the air shall be perfectly pure. The only satisfactory way of proving it is by professional men who are competent to make examination. They go into these factories where, from reports

or otherwise, the air is bad or where an exception is taken to it and where the owner or manufacturer declines or refuses to put in some process. We send the chemist down and he takes the air from every quarter and we subsequently get a report and we tell the owner or manufacturer about the impurity of the air. We found we had 300 cubic feet of air and had some trouble in regulating the factory where the manufacture was of such a character as to cause a hindrance and perhaps trouble. With a little training we will have a chemical test; and that almost any inspector can take the air in a factory and have it tested.

Mr. Davies: Could we not embody the subject of standards of ventilation with the standard of hygiene so as to include qualitative and quantitative values? Here is a little tester I found in Germany, known as the Walpert Carbacidometer, in which is used a solution (properly proportioned) of sodium carbonate, alcohol and phenolphthalein. This instrument shows the percentage of carbonic acid contained in the atmosphere and will be fully explained by Mr. Fitzsimmons, who will also demonstrate the use of the U shaped tube in determining air pressure in blower pipe systems.

After which Mr. Fitzsimmons gave a demonstration of the purity of air and the subject was generally discussed.

Chicago, Oct. 10, 1911.

Mr. Chairman and Delegates:

The subject of ventilation and the carrying away of dust and poisonous vapors is one of the most important questions of the day and one that deserves your earnest consideration.

The man who is killed or maimed by unprotected machinery usually recovers something by a lawsuit or a settlement, while the victim of tuberculosis dies only after a long illness, during which the savings of a life time are swept away and the family plunged in debt. It has been truly said that tuberculosis is not a disease of paupers, but it is a pauperizing disease. The Chief of our department, realizing the importance of this great work, appointed me as a special inspector four years ago, with orders to make a study of the subject and see what could be done to give the employes of buffing, polishing and plating rooms pure air to breathe instead of poisonous dusts and noxious vapors with the result that in the last two years we show in Illinois 30 per cent lesser death rate by tuberculosis among metal polishers, as compared with States which do not enforce the Blower Law.

When it is necessary to install new systems we are able to give definite orders, specifying the size of the branch pipes, main pipes, hood fans, etc., number of revolutions at which the fan should turn and the amount of horse power it will require. We protect the manufacturers who install new systems from theoretical and inexperienced men who bid on contracts by asking them to insert a clause in their contract, stipulating that no bills will be paid until the system complies with the law and has been inspected and passed on by the department.

I will now show you how our method of testing the quality, quantity and velocity of air in shops equipped with exhaust systems. On entering a shop to make an inspection under the Blower Law we first test the amount of pressure in the suction pipes. For this purpose we use the U shaped tube filling the tube with water to zero. We remove the hood and place a card board over the opening of the branch pipe. Through this card we insert the rubber pipe connecting with the tube and get our reading. The law reads—"It shall be the duty of any person, company or corporation operating any such factory or workshop to provide the necessary fans and blowers to be connected with such pipes as above set forth, which shall be run at a rate of speed as will produce a velocity of air in such suction or discharge pipes of at least 9,000 feet per minute to an equivalent suction or pressure of air equal to raising a column of water 5 inches in a U shaped tube."

Now, as a matter of fact, a pressure of air that would raise a column of water 5 inches in a U shaped tube would be equivalent to a velocity of 18,000 feet per minute. The law should read, "to an equivalent suction or pressure of air equal to a displacement of a column of water 5 inches in a U shaped tube."

This means $2\frac{1}{2}$ inches up and $2\frac{1}{2}$ inches down. If the pressure is equal to the requirement of the law the rest of the system is generally alright. If it falls below the standard then we proceed to ascertain the cause of the trouble. We measure the diameter of the branch and main pipe and see if the system has been properly constructed. Sometimes we find that additional pipes have been added without increasing the size of the main pipe or the fan capacity.

In other case we find by applying the speed indicator that the fan is not turning fast enough. Sometimes this is caused by a loose belt but too often it is caused by a desire to save power bills. If no fault is found in the fan we turn our attention to the exhaust pipe and make a test for back pressure. This is done by puncturing the pipe with a center punch and applying the U shaped tube. If the back pressure indicated is more than $\frac{1}{2}$ inch it is excessive and due to some defect in the collector or to clogged pipes.

I remember one case in Chicago where the men were about to go on a strike as the result of bad conditions. The fan had been speeded up far in excess of the requirements with no results and an urgent call was sent to the Factory Inspector's office to come and make an inspection. On arriving at the plant I found the conditions were very bad and finally located the cause of the trouble in the exhaust pipe which was 26 inches in diameter and had become choked up with dirt until there was an opening of only 6 inches. An opening was made in the pipe through which two wagon loads of dirt was taken out. The fan was started up and everybody was satisfied.

For testing ventilating systems we use the Annemometer, one of the most delicate instruments made for testing the velocity of air in places where forced circulation has been installed.

To determine the amount of carbon dioxide in the air we use the Wolpert Method, which is small and easily carried in the pocket. In conclusion, I will say that while the initial cost of a system of forced circulation comprising the washing and heating and cooling of air is considerable, it is the only system that can be depended upon at all times to deliver the fresh air when and where it is needed. And I have been assured by those who have had such systems in operation for a number of years that they have proved a good investment and have paid for themselves many times by increasing the efficiency of the worker, for it is a recognized fact in the industrial world that in order to get the best results from the workers they must be at their best and this is impossible where the air is polluted with noxious fumes that stupify the brain or poisonous dusts that irritate the eyes, throat and lungs, and finally cause disease and death.

I thrust that the delegates here assembled, coming, as you do, from nearly every State in the Union, as well as from the Provinces of Canada, will go back to your homes with the determination to attack the Great White Plague in a systematic manner and never cease in your efforts until it is a thing of the past. I thank you.

John Fitzsimmons,
Deputy Inspector.

Mr. Williams (New York):

Upon the question of ventilation perhaps a few words might be added to what has already been said. Speaking of standards of ventilation, New York has had experience in trying to enforce a law which did not prescribe any standard. The law provides that factory workrooms shall be provided with means of proper and sufficient amount of ventilation and such workrooms shall be properly and sufficiently ventilated. That is all the law we have upon the subject. We attempted to enforce it, and we encountered difficulties. We were confronted with the question as to what standard of ventilation we should prescribe. When we undertook to prescribe a qualitative standard—that is to say, a standard requiring that the air be of a certain degree of purity—our authority was seriously questioned. I then decided to discontinue our efforts to enforce the law and to confine our efforts to securing a definite standard. In the bill introduced in 1910 we endeavored to establish a standard that we had ourselves evolved. We proposed a qualitative standard. The American Society of Heating and Ventilating Engineers objected to a qualitative standard, and there were many others who objected. We had our

controversies upon the subject and finally agreed among ourselves that we would not push the legislation but let it go by the board, and that we would undertake to hold conferences with the best known experts upon the subject, with the view of drafting a law that would meet the conditions and substantially satisfy everybody. We held consultations frequently during the next six or eight months, and finally agreed upon a bill containing an alternative standard embracing the qualitative and quantitative principle. The quantitative standard which we proposed provided 1,200 cubic feet of air per person per hour, and in addition, for every cubic foot of gas burned per hour in a room, we would require 1,000 cubic feet of air. This provision was included on the theory that the burning of gas vitiates the atmosphere; and it is well known that a 4-foot burner will vitiate the atmosphere about as rapidly as the breathing and body emanations of three adult persons. Some have put the standard higher. Under this bill, any person operating a factory, preferring to adopt a quantitative standard, would have to conform to what I have already stated. The alternative was that if the air in a workroom sustained a test showing not more than 9 parts of CO_2 in 10,000 volumes of air in excess of the amount of carbon dioxide shown to be in the outside air, the ventilation of any such workroom would be considered satisfactory and sufficient. It was held, and, I think, with entire reason, that no system of ventilation would be fair and just if the qualitative standard did not take into account the quality of air to be found outside of the factory. It was for that reason that we put that provision in the form I have indicated. As a matter of fact, all the authorities agree that CO_2 in itself is not particularly injurious; that is to say, the volume of CO_2 does not necessarily mean that the air in the workroom is unfit for respiration. CO_2 is only an indicator of vitiation just as a rapid pulse is an indication that there is something wrong with the human system. The pulse at the rate of 90 to 100 is not of itself dangerous, but it indicates that there is something wrong; and the high volume of CO_2 in the atmosphere of a workroom indicates the need of giving attention to the matter of ventilation. Coming to that feature of it, Mr. Davies called your attention to the fact that in breweries the volume of CO_2 is high, and yet the men working in those establishments are pictures of health; and he might have added that in the breweries where the CO_2 is high, there is at the same time a large influx of fresh air which neutralizes the effects of CO_2 .

Mr. Davies: Not necessarily, but the very fact that oxygen bears the relation of 21 to the total volume of air when the degree of oxygen in the air runs below 16 then you reach the point that it is unsafe, unsanitary. It becomes dangerous, but it never kills anyone. In the breweries there is a process of changing of substances going on. The trees in the woods as you walk among them in the morning send off invigorating breath, oxygen absorbing whatever there may be of CO_2 . In the breweries you have a higher degree of oxygen in the changing of vegetable matter and the absorption of CO_2 .

Mr. Williams: The point is that the CO_2 may be indicative of a dangerous condition unless there is a sufficient influx of fresh air to overcome the danger. I wish to say further that I believe it is very important for those who are charged with the duty of enforcing labor legislation for the preservation of life, limb and health, to initiate further legislation for the same purpose. It is important for each one of us to appreciate the tremendous significance of this question of ventilation to those who toil in our factories, and we cannot fully discharge our duty to them unless we see to it seriously. There is another element in the question of ventilation of far more significance than CO_2 , and that is carbon monoxide. It is more dangerous than carbon dioxide because it is more insidious in its effects; far more injurious because it attacks directly the life properties of the blood. That is the gas which causes change in the complexion of men and women who toil in many establishments: they become anaemic and easy victims of disease by reason of lost vitality.

On motion duly seconded and carried, the meeting adjourned until 9 A. M. Thursday the 21st.

Lincoln, Nebraska, September 21, 1911, 9 A. M.

Convention met pursuant to adjournment with President Louis Guion in the chair.

The President: The first in order will be the report of the Resolution Committee.

(Resolutions being as follows):

Be it Resolved by the delegates of the Twenty-fifth Annual Convention of the International Association of Factory Inspectors, assembled in annual convention that we extend to Mr. Wm. M. Maupin and Louis V. Guye, Labor Commissioners of Nebraska, and the Commercial Club of Lincoln, our heartfelt thanks for the very kind and courteous treatment we have received at their hands since coming to the city of Lincoln; that we assure them of our heartfelt wishes for their future success of themselves and those that are dear to them. We trust that the City of Lincoln and the State of Nebraska may grow and prosper, and that the seed sown at this convention may result in much good in the future, not only for Nebraska, but for the United States and Canada, and that the good here developed may permeate the whole world.

J. J. Walsh,
Chairman, Resolution Committee.

Whereas, The question of an easy and safe means of egress for employes, in case of fire, from buildings used for manufacturing purposes and for work-shops, is one of vital importance; and

Whereas, It is the duty of the members of this Association in their individual official capacity to be constantly on the alert to recommend the best means known for ensuring the safety of workers under their care; therefore be it,

Resolved, That the International Association of Factory Inspectors assembled in its Twenty-fifth Annual Convention in the City of Lincoln, State of Nebraska, hereby expresses its belief in the efficacy of the so-called Philadelphia Fire Escape as a means of saving life in case of fire, and urges the several Departments of Labor and Factory Inspection in the United States and Canada, to use every effort to bring the same, or some arrangement embodying its principle, into universal use.

J. Ellery Hudson.

To the Lincoln Commercial Club and its efficient secretary, Mr. W. S. Whitten, this Association returns its hearty thanks for many courtesies extended. We have been delighted with the manifold evidences of Lincoln's growth and prosperity, and we hope that the future holds much in store for this grand young State of Nebraska and its hospitable capital city.

J. J. Walsh,
Chairman, Resolution Committee.

On motion duly made and seconded the above resolutions were adopted.

Whereas, The Panama Canal will be complete in the year 1915, and,

Whereas, This completion and the opening of the canal are to be commemorated by holding the Panama Pacific International Exposition to which the State of California in general and the City of San Francisco in particular, have invited the world; be it, therefore,

Resolved, by the International Association of Factory Inspectors assembled in Annual convention at Lincoln, Nebraska, September 18-21, 1911, that we convene in the City of San Francisco, State of California, during the summer of 1915, on dates to be decided later.

Edgar T. Davies, Illinois,
W. J. French, Industrial Accident Board,
C. M. Hansen, Prevention Engineer.

Mr. J. W. French of the California Industrial Accident Board:
Mr. President and Delegates:

I desire to thank you for the courtesies extended to me and my colleagues, and assure you that I appreciate very much the fact that you have decided to hold your 1915 convention in the City of San Francisco. I promise you a true western welcome in California style. On my return home I will endeavor

to interest my fellow commissioners in the purchase of a liberal number of copies of the proceedings of this meeting. I am sure they will be exceedingly valuable and I believe this is the only manner in which we may assist this Association in bearing the expenses of this convention. I thank you.

It was moved and seconded that the president appoint a committee to select the place for the next annual convention.

Mr. Watson (of South Carolina): For several years the Washington Chamber of Commerce has invited this Association to meet there, and the same thing is true of Niagara Falls, Atlantic City, New Jersey, Colorado Springs, and other points.

In view of the fact that the Labor Commissioners determined yesterday to hold their next session in Baltimore, with the main sessions in Washington, thereby bringing the Labor Commissioners of the various States into closer touch with the Federal Bureau of Labor, I would move for that same purpose, and in view of the fact that the Washington Chamber of Commerce has been for several years inviting us to come to Washington, that the next convention of this Association be held in the City of Washington, with one brief session in Baltimore, and I move that the Secretary of this Association be instructed to cast the ballot for Washington.

Seconded and carried.

The Secretary: The ballot is so cast.

ELECTION OF OFFICERS.

Mr. Williams (of New York): I move you, Mr. President, that the roll of States and Provinces be called for nominations for the office of president.

Seconded and carried.

The Secretary called the roll of States. In answer to the call, Illinois feels that she is entitled to the high honor of having the executive head of this Association, and we feel that inasmuch as Illinois has taken a great pride during the past years in this Association, that the honor so far as possible should be passed from one to another. Therefore, I claim the honor of announcing the name of Edgar T. Davies as a nominee for President.

No other nominations being received except from the State of New York, Mr. Williams said:

I would not for a moment claim that New York is entitled to this position, although during the last 12 years New York has only failed in representation at one convention, which was at the St. Louis convention in 1904, and that was because of pressing matters which made it impossible for anyone to represent us; but our dues were paid. I am anxious to place the claim of New York in as pleasant a way as I can. We believe that New York has a perfect right to aspire to the honor which an election to the office of President carries with it.

It is 11 years since New York was honored with the Presidency of this Association. I had the honor of election to the Presidency in 1900 at the convention held in the city of Indianapolis. I think I may say without hurting the feelings of anyone, that other sections of the country, States and Provinces, have been highly honored in the interim. Illinois was honored in 1904. I don't care to have it inferred that Illinois has no right to claim the nomination; but the Chief Inspector of our State is here with us in the person of John S. Whalen, and although this is his first appearance among us as a representative in this Association, I want to say that he is not a stranger to public life. He is a man whose capacity has been recognized by the people of his State. It is no small honor, Mr. President and delegates, for a man to receive the suffrages of the majority of the people of his State for the high office to which Mr. Whalen was elected. Mr. Whalen was nominated and elected to the high office of Secretary of State, and while discharging the duties of that office he acquitted himself with signal honor to himself and with benefit to the people of the State. There might be some feeling in the hearts of the delegates that we are asking too much by asking this of a new man. In reply, I will say that he is not an untried man. I spoke on the floor of this convention some days ago of the intelligence of this gentleman, of the



W. W. WILLIAMS, of St. Louis, Mo.

**Re-elected Secretary-Treasurer of the International Association of Factory
Inspectors at Lincoln, Neb., September, 1911.**

work that he has entered upon, and I am led to believe that he will render as conspicuous and efficient service in the position that he now aspires to as that to which I have referred. We want in this Association men whose influence shall be felt. I don't say that Mr. Whalen can do things any better than the gentleman from Illinois, but I know of Mr. Whalen's enthusiasm in any project that he undertakes to carry out. If he is elected at this time, when you meet in Washington you will discover that no mistake was made by this convention when it elected Mr. Whalen. I know he can do for this Association all that could be done by anyone; and I am sure we will have a worthy leader capable of leading us, and that his administration will be acceptable. I therefore take great pleasure in nominating Mr. John S. Whalen.

The nomination of Mr. Whalen was duly seconded.

It was moved and seconded that nominations be now closed.

Carried.

It was moved and seconded that the chair appoint two tellers, one from Illinois and one from New York.

Seconded and carried.

The chair appointed Mr. Johnson from Illinois and Mr. W. H. Donahue from New York.

Out of a total of 23 votes Mr. Whalen received 10 and Mr. Davies received 13.

Mr. Whalen (of New York): I move you, Mr. President, that the election of Mr. Davies be made unanimous.

Seconded and carried.

Vice-President.

Mr. G. E. Warren of Oklahoma and Mr. J. J. Walsh of Indiana were nominated.

The vote being taken, stood Mr. Warren 9, Mr. Walsh 14, whose nomination and election was made unanimous.

Second Vice-President.

It was moved and seconded that the Secretary be instructed to cast the ballot of this Association for Mr. H. A. Clark, of London, Ontario for the office of second vice-president.

Seconded and carried.

The Secretary announced the ballot so cast.

Third Vice-President.

It was moved and seconded that the Secretary be instructed to cast the ballot of this Association for Mr. J. W. Smith, of Detroit, Michigan for the office of third vice-president.

Seconded and carried.

The Secretary announced the ballot so cast.

Fourth Vice-President.

It was moved and seconded that the Secretary be instructed to cast the ballot of this Association for Mr. W. J. Ribble for the office of fourth vice-president.

Seconded and carried.

The Secretary announced the ballot so cast.

Secretary-Treasurer.

Mr. W. W. Williams, of Missouri, was nominated for the office of Secretary-Treasurer.

No other nominations being made Mr. Donahue was instructed to cast the unanimous ballot of this Association for Mr. Williams for this office.

Mr. Donahue announced the ballot so cast.

Mr. Williams (of Missouri): The Constitution provides in Section 12, that the annual convention shall be held between the dates of June 15th and September 15th; it has been suggested that his Association meet with the Commissioners in the City of Washington, during the latter part of September, 1912, but this could hardly be done under section 12 of our Constitution.

Mr. Watson (of South Carolina): I notice that Section 13 of our Constitution provides that this Constitution shall not be altered or amended unless by a majority vote of the convention; this Section 12 might be amended by changing the date from September 15th to October 15th, and I would, therefore, move that Section 12 be so amended.

Motion seconded and carried.

INSTALLATION OF OFFICERS.

The President: I request that Mr. James T. Burke and General Whitney be appointed a committee of two to wait upon and escort the president-elect to the chair.

The committee in obedience to said appointment presented Mr. Edgar T. Davies, of Illinois, the newly elected president to the chair.

Chairman Guion: It gives me great pleasure, gentlemen, in vacating the chair, which I have held during the past year to the best of my ability, in seeing installed therein our good friend Mr. Davies, who is one of the old time factory inspectors and one of the hardest workers in our ranks. I am sure in having been under him years ago and having seen the efforts that he made in this Association during those years that there will be no doubt but what we are in good hands. I think now that the efforts we made in coming here will have been fruitful, both in our Association and in the Labor Bureau branch, and that our convention of factory inspectors is progressing rapidly. The men who attended this convention when I joined it would not be able to realize how much has been learned and how efficient officers these factory inspectors and Commissioners have become. I wish our friend Davies every success during his term of office and I thank you, gentlemen, for the kind assistance you have given me during my presidency. (Applause).

Mr. Davies:

Mr. Chairman, the Honorable Escorting Committee, Delegates of this Convention, Ladies and Gentlemen:

It is an esteemed pleasure to seek at the hands of various delegates of the different States and Provinces of Canada, the honor of being the president of such an Association as this, the International Association of Factory Inspectors. I have not prepared any set speech for this occasion. I am overwhelmed with the honor you have conferred upon me and I can only in an humble way endeavor to administer, as chief executive officer of this Association, its affairs in such a way as to reflect the courtesy due the members of this Association, which have been exhibited by my predecessor. I assure you, if you have done nothing else except one thing, you have removed from the floor and placed in the chair one who is familiar with lengthy debates upon the floor and who now will not encroach upon your good nature, and with some apology to each of you for the time I have taken up in the discussion of the various papers, especially during the present session the discussion upon the subject of amalgamation, I shall proceed with the duties now before me. I have exhausted my supply of thought and effort upon the subject of amalgamation, and if the subject ever comes up again I assure you I shall not be biased in regard to it. If this Association is to be successful, if we are to go on building as we have in the past I will need the warm and personal support of every delegate and every member of this Association, because I have some ideas which, I would like to have you assist me in carrying out. It would be of great assistance and importance if the members coming to the convention would advise our Secretary upon any subject that they might be able to prepare a paper and to forward the same to him, especially of any new legislation that has been passed in their respective states. In this way we will be able to lay before our respective legislative bodies all the best ideas and

thoughts we can get from the different states. This also applies to court decisions affecting our various laws. Let us come here next year prepared with papers upon such topics as you may each select, but don't wait until the last minute to prepare your paper. If the president or the secretary forwards to you communications asking you to prepare a paper, see that it is forwarded early in the year so that you can be assigned your subject. In some instances one subject has been selected by two delegates that should be avoided as much as possible. Do it willingly, and when we come to our next convention I assure you that while you have been indulgent and allowed me to make breaches in the Constitution, while in the chair I shall have to insist upon the rules and regulations of the Association being carried out. I thank you very much indeed for the courtesy and for the cordial expression of confidence that you have given me by your vote. We are all one, without any discrimination, absolutely in a solid front for the good of the Association.

What is the next order of business?

Mr. Watson (of South Carolina): On behalf of your colleagues in the department of inspection in the State of Illinois, I have been asked this morning to hand you a souvenir of their appreciation and they desire me to say to you that time and again though you have handed them a gold brick they now consider you a real brick. They have, therefore, given me a package, which they have themselves marked by the label "To be handled with care." They don't want you to take the contents of this package and throw it away or to throw it at anybody. They don't want you to leave the contents of this package here in Nebraska in order that the good people of this state might have a foundation upon which to build a new Capitol (laughter). They want you to carefully "safe-guard" this package and they want to see you rise and continue to rise higher and higher as the Irishman Hooley did and as my friend Williams of New York said he rose. I suppose most of you certainly are familiar with Mr. Hooley. Mr. Hooley was an Irishman who came to New York. He got a job on the streets and later he got up in the world and lived on Fifth Avenue, then his old friend Mike came over to see him and he got to telling Mike of his successes and rise in the world and he said:

"Sure Mike, when I first came to New York I got me a job on the streets and they called me Hooley. Then after awhile I got to be a gang foreman and they called me Jim Hooley; after a little while I got to be a bar-keeper and then the boys all called me Jim; then I saved me a little money and when I got that I got me a little store on the corner and then they came in and called me Mr. Hooley; after a little while I saved a little more money and got a little influence in the community and when I got some influence they called me Mr. James Hooley; then as my influence grew in my ward they wanted to make me an Alderman and they did make me an Alderman and when I got to be an Alderman they called me the Honorable Mr. James Hooley; then I began to get rich and when I got rich I bought me a house on Fifth Avenue and married a lady Mistress Hooley; then we decided to go into society and when we went into society we thought we would go to the Episcopal church; so one Sunday morning Mistress Hooley dressed herself in her silks and satins and put on her diamonds, and Mistress Hooley and myself walked up to the Episcopal Church, and we walked into the church; and Mike, will you believe me! that when we commenced to walk up the aisle Mistress Hooley and myself, and myself and Mistress Hooley, the whole congregation arose and sang: 'Hooley, Hooley, Lord God Almighty!'" (Laughter) and your friends hope that your rise will be as rapid as Mr. Hooley's. They consider you a brick and they want you to handle this package with care. (Applause).

The President:

The Honorable Gentleman from South Carolina and all the Members of the International Association of Factory Inspectors:

It is with appreciation that I receive this delicate token of the art of the engraver, and the filigree work, which I consider a masterpiece and with which I can decorate my lady's wigwam or the anatomy of those who would ordinarily meet me face to face. It is made of clay, of common, ordinary

dirt that we despise and walk over; from which we originally sprang; and consisting of all the elements of the blessing of Mr. Hooley's "Lord God Almighty." It has been tried by fire and made into a material fit for the foundation sufficient to begin the initial step of a building fit for the International Association of Factory Inspectors. In handing this package to me there is more embodied in this whole brick of character which came from dust and to which I must return when I have passed the Zenith. May I always take home with me and cherish this thought, it shall guide me and firmly teach me that having sprang from dust I shall return to it again. So in the end if this organization is builded upon this first stone that you have handed me and shall continue to rise by each succeeding president receiving the same token and collection from you in time we shall be able to build and construct a building equal in its grandeur and equal in its expression of art and sustaining the whole embodiment of this building in which we meet, and our building shall have been built of bricks like this.

Now, Mr. Retiring President, Delegates, Ladies and Gentlemen: It becomes my pleasure to appoint a committee, if you will entertain the motion, to escort the Honorable Secretary to his chair.

The motion is seconded and the chair appoints Mr. Burke of Ontario, and Mr. Williams of New York to conduct the Secretary to the platform.

The Committee: Mr. President: Allow us to present to you Mr. Williams, of Missouri, the newly elected Secretary.

Mr. Williams:

Mr. President, Escorting Committee, Delegates and Members of this Organization, who, by their unanimous vote have elected me to the position of Secretary-Treasurer for a second time:

I desire to express my sincere thanks and my high appreciation for the honor you have conferred upon me. I assure you, gentlemen, that the attention necessary to be given to the work of this office will receive my best efforts. I appreciate highly this warm and hearty expression of your confidence in me which is very essential, and I will guarantee to deliver the goods, I thank you. (Great applause).

The President: I would like to request the Honorable John S. Whalen, of New York, to occupy the rostrum for I shall need his able assistance and co-operation in carrying on this work which I and the other officers will have to do.

(Mr. Whalen takes a seat on the platform).

The President: Mr. Whalen, the ballot is cast and we are one. Our efforts and successes are one. I shall be very happy to have your assistance to help me and guide me in the discharge of my duties.

Mr. Whalen:

Mr. President, Factory Inspectors, Ladies and Gentlemen:

I assure you we are all anxious to return home and while your president has complimented me by calling me to the platform, I hardly know nor did I realize that in my humble position I would be allowed, or could even suggest if I wished anything along this particular line. Brother Davies, of Chicago, I shall not take up your time by any lengthy remarks. I wish to say that I am a factory inspector; that I am interested in its work and interested in this organization; I am working under a commissioner who I believe is well posted and who I believe has spent his life in this work. I realize the responsibility that rests upon a man holding the position of factory inspector in any city, state or section of this country of ours. We have a responsibility. We have an organization here today and I believe absolutely in organization. I believe the tradesman should belong to his organization; the farmer to his grange; the employer to his association. I believe that these meetings can be made of great good to all of those who are engaged in this line of work. To the new president, and the newly elected officers I pledge my earnest co-operation and support. Speaking for the State of New York and my Commissioner, what he has accomplished or what I have accomplished is yours for the asking. Any communication that may come to our department from any member of this Association will have our careful attention, and whoever

seeks information at our hands is sure to receive it. That has been the spirit of Commissioner Williams and I want to say if I can follow along the lines laid down by him I will feel that I have done something for the good of this cause. This organization has a responsibility; this organization by earnest co-operation can improve. This organization can, in these annual meetings, bring men together and their exchange of ideas will and must be beneficial.

I have been honored by being placed in nomination for this presidency; I realize that in all matters of an election where two are placed in nomination, that only one can be elected. I congratulate you, Mr. Davies, on your election. I thank those who have voted for me because it is an expression of confidence, coming here as I do an absolute stranger to you far out in this section of the country; you have paid me a tribute of which I may well be proud. I assure you of our earnest sympathy, and will say that if there is anything you wish from my department all you have to do is to call upon me and it will receive prompt attention. Brother Davies in taking up his work will need honest and active co-operation of every State and every individual, and I pledge to him our support.

The President: Gentlemen of the convention we are under the order of

UNFINISHED BUSINESS.

Mr. Walsh, of Indiana, has the floor.

Mr. Walsh (of Indiana): There is a subject that I wish to call your attention to. During the past year eight of our best citizens have lost their lives through the breaking of, or otherwise giving away, of a rope while engaged in the business of painting. It was apparent that they were absolutely safe. If anyone had approached and cautioned them as to the danger he would probably have been ridiculed. It seems they are engaged in a dangerous line and they assume dangerous risks. I would like to enquire what would be the best means of safe-guarding a painter on a swinging scaffold, by that I mean the individual contractors, who are engaged in painting and cannot afford what might be considered additional expense? In other words, what shall we do to protect the men on the swinging scaffold against themselves?

Mr. Johnson: About the only effectual way would be, as I think they do in Chicago, is to have an Ordinance or law providing for some means of effectually safeguarding the scaffolding; the men on a swinging scaffold like painters would consider themselves ridiculed by their fellow workmen if any reference was made to that kind of protection. There is a clause in the law providing for the fastening of the scaffolding to the building so as to prevent it from swinging out, which is very good in the case of painters. I presume 75% of the painters who are injured are injured by falling between the scaffolding and the building; they lose their balance and drop between the scaffolding and the building.

Mr. Walsh: I move you, Mr. President, that the chair appoint a committee of three to report at the next convention of this Association on the best device that can be had to prevent accidents and deaths of this kind.

Mr. Ribble: As to the scaffolding breaking or giving away at one end or the other, in my opinion the safest safeguard would be to put the burden upon the employer; if he fails to furnish a proper rope of sufficient strength to support the weight and proper appliances for the protection of the workmen that he be held responsible for the death of that man. In many cases there is a life line used, and it is also true that they don't always make use of it; they take pride in courting risk and danger.

Mr. Walsh: The man that I wanted to reach was the individual contractor who wants to do work, and has not the means for self-protection, he is the fellow that we must protect. We must have a law that will require a rope of sufficient strength and that proper appliances must be used. In this connection it is suggested that correspondence be had with the International Brotherhood of Designers and Painters with a view to having them advise, to the best of their ability, how to safeguard the lives of the employees.

Mr. Burke (of Ontario): In Ontario we have a law in regard to scaffolding which was passed at the last session; it was intended to be placed in our department, under our charge, it is suggested that every painter working on a stage or scaffolding wear a belt around his waist which shall be fastened to the life line. I fear that very few painters know how to adjust the life line, but if they have one of these belts around their body fastened to the life line they will be perfectly safe. We have this in operation in the Provinces and find that it works satisfactorily. If the municipalities do not appoint someone specially to look after the scaffolding in their town, city or hamlet, it is to be transferred to our department to be administered by us; but thus far we haven't had any accidents throughout the Provinces.

Mr. Hubbard (of Washington): I have been a resident of the State of Washington for some six years and have been a factory inspector, but did not realize until coming here what it meant to become a member of the Association of Factory Inspectors. I don't understand whether I am eligible or not, but I have been very much interested in this meeting. I believe in labor organizations. I was a member of the Brotherhood of Locomotive Engineers for 25 years. When I became Labor Commissioner I immediately joined the organization of the Bureau of Labor. The fact is we are so far removed from the Eastern portion of the Continent, where the conventions are usually held, that it takes up considerable time and expense for a Western member to attend, but now in as much as the prospects are that your Association is also an Association for the Bureau of Labor I desire to become a member of your Association. I should have done so before if I had realized the good it would do, as our desire is to get in contact or in touch with Eastern methods. While we have saved some 65% in accidents we are doing very nicely, nevertheless, I have been connected with the Bureau of Labor and wish to do more for the benefit of the cause. I would like to put in my application for membership in your Association. I think I will have some copies of the reports shipped to Washington to distribute to inspectors and the Governor. I paid for 10 copies yesterday and I want to enter my order for another bunch of the reports of this meeting.

The President: The Gentleman may become a member of this Association by making his application and paying the dues.

Mr. Walsh: In regard to the motion I made a little while ago, I feel inclined to make the motion now that all of these questions and all other questions be submitted and placed in the hands of a committee of five who shall go into an examination of the subject and who shall be in a position to report at the next annual meeting of this Association. And I would suggest that the Secretary be instructed to gather bulletins of all of these questions and that a separate sheet of them be sent to each member so that the program for the next convention can be properly be made up.

Motion seconded and carried.

Mr. Hoffman: Mr. Williams (of New York) in his remarks upon the floor of this house spoke of a new patent a device for the prevention of accidents. I think the principle of patenting a safety device is altogether wrong. He mentions an instance that has come up in his state as to what is a good law. There has been some discussion along this line in other States. In our State the subject has been taken up by the Federation of Labor and it seems to me that we should spread the propaganda of having the Government pay a bonus for a device rather than issue a patent to the originator of the idea, as it is done at the present time.

Mr. Williams (New York):

Unless a question comes before the house, I desire to occupy the floor for a minute or two. I cannot refrain from expressing my gratification over one fact, although that fact implies a personal disappointment to me. * * * I refer to the elevation of my friend Davies from the floor of the house to the rostrum, where I can now say to him "You keep still." Mr. Davies and I have been in attendance at these conventions for many years, and those of you who have attended with us know that we generally are on opposite sides of questions and discussions; but when the arguments are over, many of you

have observed that we are quite apt to walk out of the convention hall arm in arm and in the corridors of the hotel almost embracing each other. This is as it should be. Men who come here to these conventions and cannot disagree upon questions coming up for discussion without losing their tempers, ought to be at home. I want to emphasize what was said by our Chief Inspector when he was called to the platform. New York accepts defeat. New York has learned its lesson and accepts defeat. Time and again it has accepted defeat, and it expects to accept defeat, serenely recognizing the fact that "every dog has its day."

Mr. President, that was not really my object in asking for the floor. It is this:

I wish to call the attention of the delegates here to something that came under my notice while upon my way to this city. I feel that were I to leave this convention without having brought it to your attention, I should be guilty of dereliction; and I don't want to be conscious of such an offense.

I was requested to stop off in Rochester by my Chief Inspector, in which city his home happens to be. While there I was prevailed upon to visit a factory where they manufacture tinware of a certain description, and where they use a very large number of the most dangerous machines known to factory inspectors, namely—stamping machines. These machines are responsible for a larger number of accidents, relatively speaking, than any other. Many guards have been devised for the protection of stamping machines. Some are good and some are bad. I was very much interested in what I saw in this plant. A contrivance had been effected to prevent accidents, which, I would say was one of the very best that I have ever seen, and yet there is absolutely no guard to it. It is simply the application of electrical energy in such a way as to make it practically impossible for a person to have his hand injured. The arrangement consists of a nest of batteries, wires and spark plug. The machine is so wired that when the pressure of the foot upon the tripping treadle has reached a certain point it completes the circuit, and if a man's hand were anywhere upon the bed of the machine and in danger, he would receive an electrical shock sufficiently sharp to contract the muscles of his arm so that it would be thrown out of danger. It is impossible for a man to hold his hand in the danger zone. They use a nest of batteries—I think 6—which will generate a current strong enough, not strong enough to injure the arm, but sufficiently strong to contract the muscles of the strongest arm. I tried it myself. I brought pressure to bear on the treadle, and before the punch started to move I received a shock that contracted my arm like that. (Indicating.) I don't wish to say that we are prepared in New York to endorse this method, but I shall look into it and bring it to the attention of men who are qualified, by reason of their expert knowledge, to pass upon it. The inventor of the device was there at the time and explained the operation of it to me, and it seemed to me that it was the most effective arrangement to provide a safeguard for such operatives that I have ever seen. I inquired as to the life of the batteries, and I was told that a battery purchased new is effective for efficient service for 3 months. These batteries cost 25 cents apiece; if you use 6, it means an outlay of \$6 a year. I made up my mind to inform this Association of what I had seen. I know it will interest everyone here, for if it is as effective as it seemed to me to be, then all danger is practically wiped out by its use. If so, then it is the duty of every employer to use that kind of an arrangement, and the duty of every factory inspector to see that it is used. (Applause.)

Mr. Whalen:

Mr. President and Gentlemen:

In looking over the protection that Mr. Williams has referred to in his talk conducted by electrical energy in connection with batteries the suggestion was made to me that it was possible and might be practical that a small incandescent light might be connected up and allowed to burn, thereby advising the operative at all times that the machine was properly charged by the light burning. I think that from the suggestion brought to their attention this would be a proper solution for the guarantee of the efficiency of the batteries at all times.

Mr. Williams: When I was in Europe I visited several plants and speaking of devices in use there, I remember that a card was used to certify that the device had been examined every morning and evening; that every machine was inspected by a person qualified to determine the result of the examination and the result of the examination entered upon this card with the hour and minute of the inspection. It was the most complete and best plan yet devised. It covered every machine in the plant and for every day in the week and for every hour in the day.

The President: The chair desires to announce the hour; it is now 20 minutes to 12. I don't wish to cut short any discussion, but to follow the wishes of the convention. If any delegate in attendance here desires to return by the Rock Island Road at 4:15 and has not purchased a ticket, the agent of the road is here for the purpose of giving you such assistance and information as you may desire.

The chair also desires to state that according to the rules governing this Association that it will close on time unless further time is granted by request of the delegates.

Mr. Walsh: Referring to the punching machine for tinware, they have about 25 machines in a factory operated by young girls, and on the 1st of July one of the girls had the ends of two fingers taken off in operating one of those punches. I have issued instructions to the employers that they must guard these machines and the question has come up how it can best be done. They are trying to devise some means of protection and I would like to enquire if there is anyone here who has any idea on this subject? I suggested to the people that they should get a small sample piece of steel as a guard, so small that it wouldn't interfere with the operation of the machine.

Mr. Donahue (of New York): Upon my return to New York I will furnish a diagram and a device of something that I have seen in operation in that state along this line and I will be pleased to send it to anyone desiring it.

Mr. Ribble: I want the delegates here to look at the street car fenders on the cars in operation in this city. Our state has never had a street car fender like this. We have a device that will save the life of a child lying on the track; I wish to say that they could not save the life of a person by the use of the fenders that they have in use on the cars here. The fenders in operation in Iowa are the best in the United States. Such fenders in operation there would save the life of a child right on the track. I call upon the members here to notice the fenders upon the street cars in this city.

Mr. Whalen: On the subject under discussion, safety appliances and devices, the New York Commissioner being very modest and being willing to co-operate and furnish information in regard to these devices in operation in Europe, I might say for the benefit of the delegates here that the Commissioner made an extended trip throughout Europe. I have in Albany copies of his report of that trip and anyone here who is interested, if they will give me their card, or write requesting it, I will be glad to furnish them with a copy of it. It is a masterpiece and I know you will find much information in it for your good. I would be glad to contribute a copy of it to anyone.

Mr. Burke (of Ontario): Mr. French of California who represents the California Industrial Accident Board requests that if it might be possible for him he would like to become a member of this Association. I would like to hear what the chair or other members have to say on this subject? We have a desire to know whether members of a Liability Company might become members of this Association. In looking over the Constitution I don't know whether it can be construed to take in those who represent Casualty Companies or not. At all events you will agree with me that their work coincides with ours. I think it might be possible, and I move you that Mr. French shall be permitted to become a member of this Association. Duly seconded.

The President: The interpretation of the Constitution as construed by the chair will depend on what "other departments" are. The section referred to is section 7, and it reads: "And such persons of other departments whose duties are the inspection of factories, public buildings and work shops."

It seems to me that the expression "other departments" are the qualifying words in that section. The question is on the motion that all "other departments" that are not necessarily factory inspectors or officials who do inspect factories be admitted to membership in this Association, that Casualty Inspectors and municipal officers and the heads of departments, of Boards of Health of State and municipalities and any individual who is an employe of corporations wherever that individuals business is the inspection of a plant when such inspection is for the protection of life, * * * That is the breadth of the motion.

Mr. Williams (of New York): Upon reading section 7 of the Constitution and a proper interpretation of it, the motion of delegate Burke is unconstitutional and out of order.

The President: Does the gentleman from New York call for a point of order or for an interpretation of the Constitution by the chair on this question?

Mr. Williams (of New York): I simply raise the question of constitutionality.

The President: If that point is raised by the gentleman the chair will say that the question or motion of delegate Burke is not before the house properly and cannot be until the Constitutions is changed.

Mr. Williams (of Missouri): A point was raised the other day relative to securing legitimate help in publishing the proceedings of this convention. There appeared at that time to be no objection to our proceeding along that line. I would like now to enquire if it would be against the wishes or the sentiment of this Association (we have no time for discussion) but if there is any objection we will not do it; if not we will proceed with it. From the standpoint of the Secretary-Treasurer I assure you that I will assume the responsibility and that the same will be handled legitimately, and by the means suggested I would expect to produce a much better appearing report and to increase the number and the sale thereof.

Mr. Watson (of South Carolina): I suggest, Mr. President, that the help requested as outlined by the Secretary be permitted, and that the Secretary be authorized to proceed along the line suggested and now that the hour of constitutional adjournment having arrived I move that we do now adjourn sine die.

Mr. Burke (of Ontario): I move you, Mr. President, that section 7 of our Constitution be referred to a committee of three to be appointed by the chair upon the advisability of amending section 7, which committee shall report at the next meeting of this Association.

Mr. Walsh: Mr. President, before adjourning I wish to offer the following resolution:

Mr. President, I offer the following resolution:

Resolved, That this convention extend its sympathy and feeling of condolence to Brother Burke, of Illinois, who was taken seriously ill here in our midst, and our hope for his speedy recovery; and I move its adoption.

The resolution was adopted.

The President: It has been moved and seconded that we do now adjourn sine die. All those in favor will signify.

The motion upon being put was declared duly carried and the convention adjourned.

In declaring the convention adjourned, the president said:

"In days of doubt and darkness
Through fear and trembling breath,
In midst of sickness and sorrow
Pain and grief and death;
The Lord of Life and Glory
King of land and sea,
The God that guided Israel
Watch between me and thee."

The convention disbanded singing "America."

AMERICA

My country 'tis of Thee,
Sweet land of liberty,
Of thee I sing;
Land where my fathers died;
Land of the pilgrim's pride,
From ev'ry mountainside
Let freedom ring.

My native country thee,
Land of the noble free,
Thy name I love;
I love thy rocks and rills,
Thy woods and templed hills;
My heart with rapture thrills
Like that above.

Let music swell the breeze,
And ring from all the trees
Sweet freedom's song:
Let mortal tongues awake,
Let all that breathe partake,
Let rocks their silence break,
The sound prolong.

Our fathers' God, to Thee,
Author of liberty,
To Thee we sing.
Long may our land be bright
With freedom's holy light;
Protect us by Thy might,
Great God, our King.

Mr. Chairman, Ladies and Gentlemen:

Attending our 25th International Convention as a delegate to the International Association of Factory Inspectors, it affords me very great pleasure to be present with you, and contribute a paper on the following subject:

LABOR LEGISLATION.

The different conditions relating to factory inspection have been so thoroughly covered that I found it difficult to touch upon any phase of industrial life that has not received attention. It, moreover, is a well-known fact practical legislation together with its proper enforcement is the channel through which great reforms are secured. It may be claimed, and very properly so, that under certain circumstances general legislation would not provide equal justice to all parties concerned, but I think, where state laws are drafted into conformity, that improved results will follow. It is also a well-known fact that Europe is the home of labor legislation, still, with their good laws well enforced, and surrounded as they are with modern safeguards, I find that many of their diseases and accidents compare with our experience in America, but it seems to me that with the advent of civilization diseases have increased, and I suppose that we must submit to the inevitable, although when man ranged the prehistoric hills, etc., the maladies that beset him were few and simple; in fact, he knew nothing of such ills as pneumonia, or tuberculosis on account of being immune to cold, dampness and exposure; again, nourished by elementary victuals and accustomed to occasional enforced fasts, he was a stranger to Bright's disease, appendicitis, also the long train of nervous and mental diseases, and instead of fearing microbes, bad air and

drainage he generally died from other causes, such as being destroyed by wild animals, drowning, or being annihilated by men of other tribes, but civilization began to develop, specialization and life grew complex and bacilli began to play a part in human affairs. The man who displayed unusual capacity for chipping the flint arrow heads, spent his entire time at the task and his customers, the hunters and warriors brought him his share of meat and drink, and it subsequently develops that there becomes whole groups of arrow makers and their work began to tell on them, on account of being crouched all day over their flints, breathing the dust, and so, in the course of time, there arose among them a tendency to grow hollow chested and they began to spit blood, and we were face to face with that terrible disease known today as the White Plague, but when the stone age melted into the age of bronze more disease arose. Workers in copper began to be afflicted with bad sores, etc., and bye and bye there were hundreds of diseases and it became necessary for one whole class of wise men, known as soothsayers, charm sellers and magicians to cope with their diseases, and it appears their doses and concoctions, instead of destroying the old diseases, merely served to create new ones, and so we have today inherited an unlimitable store of ills, with the result that in modern America it is a meek and lowly organ that cannot show two dozen fatal maladies peculiar to itself, and it is said the brain has a thousand, and the heart fifty. All the time new diseases are being evolved as civilization becomes more complex, and I might refer to stone cutters, knife grinders, brass workers and all other wage earners who have to breathe dust of any sort day after day suffer from disease. All city dwellers are victims more or less. The lungs and bronchial tubes of a man in the country are usually bright and rosy in appearance, whereas the city man's are usually dark and dull. Again, the workers in chemicals are subject to afflictions; take, for example, those who take part in the manufacture of rubber, are often badly injured by the inhalation of aniline vapor but this can be relieved, and later the operator seems to become immune to this poison.

In addition to this there are special forms of palsy effecting wood sawyers, gold beaters, clothing cutters, whose daily toil compels them to use one particular group of muscles to excess. Again, men who handle hides, wool, or cattle are sometimes infected with terrible diseases peculiar to the lower animal. One of these is anthrax, a malady common among all the herbivorous animals, and especially so among sheep and hoof cattle. This disease has been known to cattle breeders since the dawn of history, but not until 1849 was anything definite learned about it. In that year Pollender, a famous bacteriologist pointed out that the blood of animals dead of anthrax contained numerous minute rod shaped bodies. In 1863 another investigation showed that they were bacteria. Anthrax is not normally a human disease, but men who come in contact with animals suffering from it sometimes take it, and the result is almost always death. There are three varieties, corresponding to three methods of infection, viz: through the respiratory tract, through the intestinal tract, and through the surface blood vessels, that is to say, the disease may be acquired by breathing the dried germs into the lungs, by taking them into the stomach, or by introducing them into a cut or scratch upon the skin. The last named is the most common and the second the most rare. The Anthrax bacillus is a comparatively large bacterium, four or five times as long as it is thick. The individuals are always grouped in long chains and under the microscope may be observed with ease. When thoroughly dried they have been known to retain their vitality for a year and Koch found that they could be immersed in boiling water for five minutes without apparent damage. Any chemical capable of killing them is more than a match for all other germ eggs. The bacilli themselves have lower power of resistance; boiling kills them quickly and drying is also fatal to them, though not so rapid. Thus we pass on from one occupational disease to several others and finally reach the advent of machinery, where there are today too many living examples of both limb and health losses to men and women, notwithstanding the fact that wise laws have been framed to safeguard this, which are generally well enforced, but we find in our experience that both employer and employe,

in nearly all cases require instruction, in other words, we are performing missionary work with splendid results. If the inspector is competent to show the employer and also his employe that it is a good investment to provide a guard for machinery or dangerous places, it will be done. We have also found that certain manufacturers will not accept a machine for use in their factories unless the dangerous parts are safeguarded. I have, moreover, often wondered whether it would be legally practicable to hold the makers of a machine jointly responsible, with the employer under an action for compensation for damages, where an employe suffered loss by accident, as I am of the opinion that such a method would do a great deal towards providing safeguards for machines; then again, the second-hand dealer in machinery should be made responsible for guarding machinery, as you know in many cases a discarded or probably obsolete machine is purchased by the second-hand dealer and subsequently repaired, polished and painted, and sold for a price much less than a new machine of a similar kind can be purchased.

In conclusion, I am free to admit that Labor Legislation should be simple but uniform, but the question is such a comprehensive one as you no doubt observed from the length of time occupied by me in reading this paper, where only the fringe has been touched that it will require considerable time and money to educate the public mind that such reforms are required, but great reforms are only obtained by united action.

James T. Burke,

Chief Inspector of Factories for Ontario.

Toronto, September 21, 1911.

EVENING SESSION AT THE LINDELL HOTEL.



FERD. C. SCHWEDTMAN.

Lindell Hotel, Lincoln, Neb., Sept. 18, 1911, 8 o'clock P. M.

Lecture by Mr. F. C. Schwedtman before the International Association of Factory Inspectors.

As Chairman, Mr. Will Maupin introduced the lecturer, and said, with a great deal of effort: "We have been able to secure this entertainment this evening. It is upon matters of great interest to all who are in attendance at this time that Mr. Schwedtman will speak, and we have been exceedingly fortunate in securing his services."

Mr. Schwedtman was received with applause. He said:

Mr. Chairman, Ladies and Gentlemen:

I apologize for reading to you what I shall have to say this evening. There can be only two reasons for following a paper instead of the inspiration of the moment on such an occasion as this. They are, that in speaking extemporaneously there is danger of running out of material, or not knowing when to stop. It is the second reason that prompts me to write down my statements.

This subject is so important and so interesting that I would be liable to keep you here until twelve o'clock

tonight were I to go on without a check.

Talk of F. C. Schwedtman before the International Association of Factory Inspectors at the Lindell Hall, Lincoln, Nebraska, the evening of September 18th.

(All the illustrations in this article are furnished by courtesy of the Accident Prevention Department of the National Association of Manufacturers.)

Ladies and Gentlemen:

I am glad to be with you. Of course politeness would prompt me to say this whether I mean it or not. However, I would like to convince you and I believe I will before I finish my talk, that my desire to know you and my satisfaction at meeting with you comes from the heart as well as from the tongue. I am glad and proud to be the humble instrument through which many of the most progressive employers of the United States convey to you their desire of co-operation in the difficult tasks which confront you every day of your business life.

The factory inspectors of an industrial nation have every right to be proud of their calling. They are entrusted with the most valuable material asset of the nation—the health and well-being of the people, the self-respect and earning capacity of our wage workers, the lives and limbs of our toilers.

Talk about the preservation of our national resources! Next week I am going to the Third National Conservation Congress at Kansas City to meet many of our country's biggest men who will devote days to the preservation of forest and stream, of coal and iron, soil and water, but I tell you with all candor that both from a human and an economic standpoint their deliberations do not concern as vital questions as yours do here.

It takes big, broad ideas and active, trained minds to live up to your responsibilities. Unfortunately, this is not always appreciated by those with whom you come in contact. It is not always appreciated even by every member of your own craft. The good, capable factory inspector has not only the difficulties of dealing understandingly with the natural problems of saving and preserving human life to overcome, he or she must also overcome the unnatural difficulties of envy, political pull, human greed and short-sighted opposition from without and within. While the large majority of factory inspectors are fine men and women, and when I say this I remember with special satisfaction such men as the Hon. Williams, Labor Commissioner of our good state of Missouri, who can always be found on the job, and the Hon. Beck, Labor Commissioner of Wisconsin, as the kind of men to be proud of, but I am told that even among the factory inspectors there are some who are not up to the standard laid down by the majority of your own craft and by those outside of your craft who know something of your problems. To aid you in reaching the highest standards and the best results is the aim of the employers whom I have the honor to represent. No one portion of society can be expected to bring North America to the high point of evolution in preventing accidents, preserving health and compensating equality workers for unpreventable accidents, which characterizes the efforts of most of the European nations. The legislators cannot settle this question alone, neither the factory inspectors, statisticians, insurance experts, lawyers, employers or the workers. But if the liberal, progressive individuals in all these callings act together *in the right spirit*, then we will make rapid progress and I have good reason to believe, from the impressions gathered at the 50 odd meetings which I have addressed on this subject, that the good people of the country are getting closer together right along.

And now let me discuss just one more auxiliary feature before I come to the real subject of my talk. You are all experts in your calling and your experience tells you that there is no use wasting your time listening to anyone unless you have the assurance first, that he knows something of the subject under discussion and second, that his motives are clean and honest. Let the necessity of clearing the way in these two directions be my excuse for saying a few words about the great organization which I represent and about my own fitness to discuss accident prevention and equitable workmen's compensation. Members of the National Association of Manufacturers located in every state and city of the Union have during many years manifested practical interest in prevention and relief of industrial accidents. Some have established in their own plants private systems of relief and prevention, which have attracted national attention.

Impressed with the continually increasing importance of this subject, its appeal to justice and humanity and its relation to widely proposed changes in the nature of employers' liability laws, a special committee was appointed to investigate the whole question from the viewpoint of progressive employers. I have had the honor to serve as chairman of this committee from its beginning two years ago.

Our first step was to make a thorough inquiry among 25,000 employers in the United States, with the result of 15,000 replies. 99 per cent of these replies demonstrated that the employers are not satisfied with the workings of our old liability laws, on the ground of their being unsatisfactory, wasteful, slow in operation and antagonistic to harmonious relations between employers and wage workers. Practically all employers addressed are in favor of equitable indemnity systems, providing automatic relief for victims of industrial accidents or their dependents and especially in favor of a systematic, strenuous accident prevention campaign. The greatest difficulty in the way of immediate results is the lack of experience on the part of almost everybody of how to go about the general inauguration of prevention and compensation systems.

It is a well known principle in law that next to *prima facie* evidence the best obtainable secondary evidence is admissible. In business this same principle is accepted and therefore our Association sent your humble servant and Mr. James A. Emery, our able attorney, to Europe to investigate and

report how conditions are met by other industrial nations. After spending four months in the principal countries we made an extensive report with recommendations for action in the United States. Most of you are more or less familiar with this volume.

As for myself, you no doubt appreciate that this work is of love entirely. I had to start out at the age of fourteen to earn my own living and as machinist earned the money with which later on I secured a college education as mechanical and electrical engineer. I have worked for years in factories and I have managed factories for many years and no one can have greater sympathy for the toilers than I have. I believe that my training as wage worker and employer entitles me to speak intelligently on the subject in which we are all so much interested.

It is, of course, impossible to cover in an hour or a day or a week the whole subject understandingly. I shall endeavor to place before you, with the aid of word and picture, some facts and figures. I will be glad after I finish to answer such questions as you may wish to ask and I invite all of you to correspond with me, so that in future I may serve as the medium of an interchange of information which may be of service to you, to the employers, the state governments and above all, to the wage workers.

And now let us come to a discussion of the more prominent phases of the subject. For sake of system let me consider it under various questions, the first of which is:

WHAT IS THE PROBLEM WHICH WE ARE TRYING TO AMELIORATE?

The following slides will give a partial answer:

Slide 358.

Authorities tell us that in comparison of the vital and physical assets of a nation, as measured by earning power, the former are from three to five times as valuable as the latter. These authorities assert that there is as great room for improvement in our vital resources as in our lands, waters, minerals, and forests, and that this improvement is possible in respect both to the length of life and to freedom from disease and accidental injury during life.

Slide 359.

Professor Irving Fisher estimates (in Bulletin No. 30 of the Committee of One Hundred on National Health) that \$250,000,000,000 is a minimum estimate of the vital assets of the United States in 1907, and that of the estimated annual loss of three billion dollars, due to sickness, accident and death, one-half or \$1,500,000,000 is preventable.

Slide 237.

The fire losses in the United States and Canada for the month of March as compiled by the Journal of Commerce (N. Y.), show a startling increase over the customary sum chargeable to March, the total being \$31,569,800 as against \$18,465,550 for the same month in 1910 and \$13,795,400 for March, 1909. The total loss by fire for the first three months of 1911 in the United States reach to \$69,907,250, a remarkable increase over 1910 when the total was only \$49,130,300 and 1909, when it amounted to \$52,661,400. During March, this year, there were no less than 354 fires where the loss in each instance reached or exceeded \$10,000.

Slide 149.

A special inquiry by the United States Geological Survey to determine the fire waste in the United States for 1907 included nearly five thousand cities, rural communities and villages. In comparison with European fire loss ours is from five to eight times greater. We are paying a preventable tax annually of 366 millions, enough to build one Panama Canal every year.

Slide 156.

The buildings consumed in 1907, if placed on lots of 65 foot frontage, would line both sides of a street from Chicago to New York. A person journeying along this street of desolation would encounter at every thousand feet an injured person, and at every three-quarters of a mile he would see the charred remains of a human being, and when burned out at the end of a year, the fire would begin all over again on a street of even greater length.

Slide 144.

A comparative summary extended over an average of five years, showing the number of men killed in mines, for each thousand employed in various countries, is as follows: France, .91; Belgium, 1; Great Britain, 1.28; Prussia, 2.06; United States, 3.39. There has been a gradual increase in the mine casualties in this country, whereas in Europe there has been a steady decrease. One-half of the suffering and the human and economic loss due to accidents is preventable.

Slide 162.

During the past ten years we have had two wars—the Spanish and the Philippine, and the aggregate loss of killed and wounded in the two was less than six thousand men, while the number killed and wounded in our industrial army during the same period, according to lowest estimates, was more than 5,000,000; that is, for every man killed or wounded in war, “victories of peace,” have cost us 875 men killed and wounded.

Slide 146.

The six bloodiest battles of the Civil War were Gettysburg, Spottsylvania, Wilderness, Antietam, Chancellorsville and Chickamauga. The total number of killed, wounded and missing in these six battles aggregated less than 105,000 men, while the number killed and injured upon our railways during the year ending June 30, 1906, were 108,324. (Tolman.)

Slide 145.

Taking the last estimate of our industrial expense, the total number of casualties suffered by our industrial army is sufficient to carry on perpetually two such wars at the same time as our Civil War and the Russo-Japanese War. (Tolman.)

I might go on producing additional facts and figures without limit, but these answer the question sufficiently and we are ready for the next question.

WHAT ARE WE DOING ABOUT IT?

One Federal Commission, fourteen State Commissions and a number of organizations have been actively engaged in determining the faults of the old system and devising new laws to overcome these faults. Eleven states (California, Indiana, Illinois, Kansas, Nevada, New Hampshire, New Jersey, Massachusetts, Ohio, Washington, and Wisconsin) have enacted new laws on this subject in the past year and other states will follow in the next year. It is to be expected that every State of the Union will adopt new laws within the next few years. Some of these laws will be wise, some otherwise—depending to a large extent upon the personnel of the various commissions and legislatures. The factory inspectors will be a great factor in making the new laws good or bad. I, for one, would rather trust to a mediocre law executed by common-sense men in a practical manner than to the best law that human skill can devise if executed by impractical, ignorant or unscrupulous officials. Unfortunately, factory inspectors and state statisticians are often blamed for conditions which are by no means their fault, as is easily illustrated by the statement shown here.

Slide 94.

U. S. A. as Compared with German Inspection. By Frederick K. Hoffman, Statistical Expert.

I do not hesitate to say, without fear of contradiction, that a single report of a technical supervising official in any branch of the German industry contains more matter of real determining and vital importance than all the reports which have ever been made under our inadequate system of factory inspection."

But you need not feel badly on account of this criticism, because employers are blamed in even harsher statements.

Slide 360.

Suppose a brutal foreman pulls the guard from a gear, hurls it across the room (and such things have happened many times) then calls some ignorant foreign laborer who cannot speak a word of English, gives him a piece of waste, and motions to him that he is to clean the moving machinery, including parts around and near the gears! It is almost morally sure that the poor fellow will get into those gears. (W. C. Cowles.)

I am confident that both of the able men who are responsible for these utterances had no intention of belittling the excellent work which has been accomplished by some factory inspectors or by some employers. It is the *system* and not the *individuals* that needs changing. Now there are two ways of inaugurating new successful systems. The first is to devise entirely new and untried schemes; the second, to adopt schemes which have been tried and found successful elsewhere. Let us for a few minutes investigate the question.

HOW HAVE OTHER INDUSTRIAL NATIONS ATTACKED THIS PROBLEM?

Slide 99.

Injured Workers' Relief in Europe.

Workmen's Compensation System: Austria, Belgium, Denmark, England, Finland, France, Germany, Holland, Hungary, Italy, Luxemburg, Norway, Spain, Sweden. Employers' Liability System: Switzerland.

Please note that the little republic of Switzerland is the only country in Europe which has retained the ancient Employers' Liability System, which is still the basis for action in most of the States of the Union, and Switzerland expects to substitute it with a Workmen's Compensation Law within a year.

Slide 97.

Compensation Through Compulsory Insurance.

Compulsory Insurance for all Workers: Austria, Finland, Germany, Holland, Hungary, Italy, Luxemburg, Norway.

Compulsory Insurance for part of Wage Workers: Denmark, France.

• *Optional* Belgium, England, Spain, Sweden.

While I have no intention of devoting much time to a consideration of the compensation system for injured workers advocated by the National Association of Manufacturers upon our recommendations, it is proper that I sum up its basic principles for your records and you will find many of these principles proven sound and successful by European experience. Our basic principles are as follows:

First: All legislation must be for compensation—every kind of employers' liability legislation has proven a failure in every civilized nation.

Second: Compensation legislation must cover every wage worker. The man who, without his own fault, loses his hand in a farm machine, is as much entitled to compensation as the engineer who loses his hand in an engine gear.

Third: Compensation must be assured. It must be as certain as the interest on United States bonds. This can be accomplished through insurance, approved and preferably guaranteed by the State or National Govern-

ment. However, every safe method of such approved insurance should be permitted. State, mutual and stock insurance, as well as relief systems covering individual shops, should be encouraged and none of them must be barred.

Fourth: Compensation must be efficient. Not less than 75 cents and preferably 90 cents, out of every dollar paid into the insurance fund should be paid to injured workers or their dependents. To this end, administration and solicitation expenses must be reduced to a minimum, and Arbitration Courts, or a simplified court procedure, are required for settlement of disputes.

Fifth: Employer and employe are jointly responsible for all unpreventable accidents and should therefore jointly meet the compensation expenditures—the employer covering approximately that part which is due to his fault and to the inherent hazard of the industry; the employe covering approximately that part which arises from his fault.

Sixth: Every injury except those due to criminal carelessness or drunkenness on the part of the worker should be compensated.

Seventh: Humanity and efficiency demand that prevention of accidents is made of prime importance. Therefore, an efficient official inspection and statistical system which increases or decreases insurance rates in proportion to the *accident prevention* activities of each individual establishment is essential.

Eighth: Since the progressive individual usually provides voluntarily for reasonable accident compensation, it is right that the reactionary or selfish individual be compelled to do likewise, through universal compulsory insurance.

Ninth: To prevent unfair competition between employers in different localities, it is necessary that compensation laws of the various states are reasonably uniform.

Tenth: Single liability is essential for reasons of efficiency and equity.

Slide 98.

The Contributory Principle in Europe.

Employers pay the whole compensation in Belgium, England, Finland, Holland, Hungary, Italy, Spain.

Workmen or state contribute in Austria, Denmark, France, Germany, Luxemburg, Norway, Sweden.

Slide 100.

Arbitration Courts, or Simplified Court Procedure for Compensation Disputes.

Countries with simplified court procedure for settlement of disputes: Austria, Belgium, England, France, Germany, Holland, Hungary, Italy, Denmark, Norway.

Countries with regular court procedure: Spain, Sweden, Finland.

We cannot and will not Germanize our government any more than we can or will Anglicize or Frenchify it. We are proud of our national individuality. We want to remain what we are—Americans, but we can and must profit by the experience of other nations and be guided in our future action by their experience.

The first nation to establish a national compensation system was Germany and a study of the records of twenty-five years German experience is of great value to us. It is as impossible to build a good national system of accident prevention and relief without reliable statistics as it is impossible to build a large plant without plans and specifications. It is generally admitted that we have not sufficient reliable statistics of our own upon which to build a national system, but conditions in such industrial countries as England and Germany are not very different from ours here, except we are more reckless and as far as our investigation indicates, have proportionately more accidents than either England or Germany.

Slide 15.

Comparison of United States and German Statistics.

Population	Germany 1907	U.S.A. 1900
1. Agriculture, Horticulture, Stock Raising, Forestry, etc.....	9,883,257	10,381,765
2. Industry.....	11,256,254	7,085,309
3. Trade and Transportation.....	3,477,626	4,766,964
4. Domestic and Personal Service and Public Service.....	471,695	5,580,657
5. Professional and Public Service	1,738,520	1,258,538
Totals.....	26,827,362	29,073,233

Public Officials and Soldiers in the U. S. are covered under " 4. " In Germany under " 5 ".

See pages 221, 222, 223 and 24 United States Statistical Abstract 1909.

See pages 12-13 Statistisches Jahrbuch, 1910.

Germany is a nation of 63 million people. Her proportion of industrial and agricultural population is not very different from ours.

WHAT CAN WE LEARN FROM GERMAN EXPERIENCE?

Slide 88.

25 Years Expenditures for Social Relief in Germany.

1,925,000,000 dollars paid to 94,000,000 sick, injured and invalidated workers and their dependents.

Daily expenditures for social relief \$540,000.

Considering accident relief alone, the summary shown in this chart is interesting.

Slide 87.

Summary of German Facts and Figures for 1908-1909.

9,687 workers were killed.

1,072 workers were permanently and completely disabled.

56,806 workers were permanently maimed.

73,584 workers were temporarily disabled.

142,965 injuries extended over 13 weeks.

662,321 is the total number of injured workers.

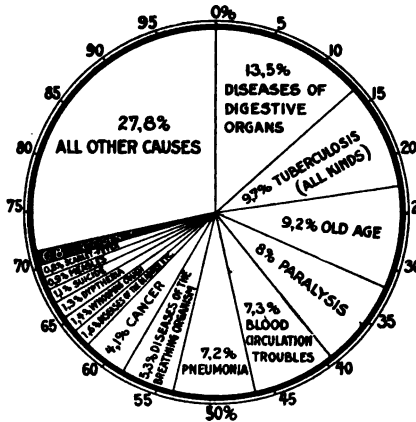
1,008,677 workers received pensions to the amount of 39,500,000 dollars for occupational injuries.

One Pensioner in every sixty-three inhabitants.

After looking at these fearful figures let us consider for a moment how deaths due to accidental injury compare with the total deaths from various sources.

Slide 3.

Comparison of death rate due to various causes as compared with accidents.



I have interviewed hundreds of employers, government officials and labor leaders in Germany and not one of them would go back from their present system to our present one. The two statements which I shall throw upon the screen come from the highest government official connected with the German system.

Slide 91.

Workers' Accident Relief Increases National Efficiency. Dr. Paul Kaufmann, President Imperial Insurance Department tells us:

"The workers' lives preserved mean maintenance and increase of our national resources and therefore give splendid returns for the heavy financial

burdens which social insurance places upon our economic structure. It is not an accident that the unprecedented expansion of German commerce and industry and the wonderful improvement in the economic welfare of the nation during the last twenty years have happened concurrently with thoroughgoing improvement in the condition of our workers. There is a close connection between the two events."

Slide 205.

Dr. Kaufmann President Imperial Insurance Department says:

"Recognizing that it is of prime importance to prevent injury, state officials and Employers' Associations have concentrated their combined energies upon prevention, and wonderful have been the results. Scientific accident prevention is now recognized as a special and important branch of technical engineering. Invention and prevention have gone hand in hand in this work as advance agents of civilization. The workers' lives preserved means maintenance and increase of our national resources and gives plentiful returns for the heavy financial burdens which social insurance places upon our economic structure."

All accident insurance in Germany is of the *mutual* kind. Accident insurance institutions are Employers' Associations organized according to trades or crafts for the purpose of carrying mutually and collectively their workers' accident compensation risk. Under the German law every employer must belong to an organization of his craft and to these organizations is given legal power to enforce accident prevention rules.

Slide 7.

Total Compensation Insurance Expenditures Analyzed.

German Statistics for 1908.

Compensations paid . . .	\$39,471,250—77.7%
Administration	6,534,250—12.8%
Reserve Fund	4,810,000—9.5%

The high efficiency of the German system is seen from this chart. Remember, that in the U. S. A., according to the statements of a number of persons who have given this subject study, only from \$20 to \$35 out of every \$100 paid for insurance reaches the injured or his dependents. In Germany \$77.75 out of every \$100 goes to the injured.

Slide 8.

Cost of German Compensation Insurance Analyzed.

Management.....	7.3%
Investigation and Fixing Compensation.....	2.6%
Arbitration of Dispute.....	1.2%
Inspection of Safety Devices.....	1.0%
Miscellaneous Expenses.....	.7%

This chart analyzes further the 12 per cent expenditures which do not reach the worker. While we are here discussing primarily relief for accidents, it is illuminative and proper to say a word about the extent, efficiency and desirability of the whole German social insurance system—sickness, accident and invalidity. It is all mutual and contributory. That is, the State, employers and workers each pay part of the maintenance expense.

Slide 14.

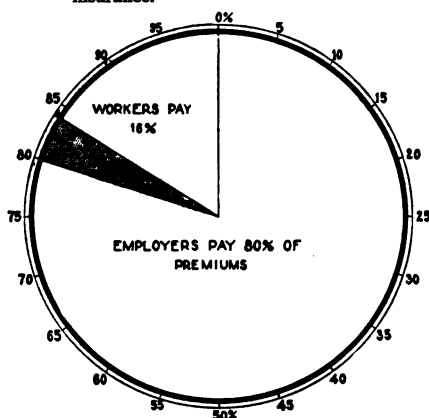
Efficiency of German Social Insurance. Total insurance income (sickness, accident and invalidity) for 25 years, \$2,663,000,000, distributed.

Workers' Compensation.....	\$1,918,000,000—72 %
Reserve Fund.....	552,000,000—20¾ %
Administration.....	193,000,000—7¼ %

The efficiency is self-evident from this chart.

Slide 15.

Mutual contributory principle as proposed in Switzerland in accident insurance.



Switzerland, which at the present time is endeavoring to construct a compensation law based upon the experiences of the most progressive nations, intends to adopt the mutual and contributory principle as shown in this illustration.

Slide 63.

Duration and Cost of Industrial Injuries.

78½% (519,356 accidents) are of less than 13 weeks duration.

21½% (142,965 accidents) are of more than 13 weeks duration.

It is interesting to note from this illustration that the 22 per cent of the total injuries designated as "serious" consume nearly three-fourths of all the money paid for compensation.

Let us now investigate the responsibility for accidental injuries.

Slide 11.

Responsibility for Industrial Accidents.

Employers' Fault.....	17-¼ %
Workers' Fault.....	29-¼ %
Employers' and Workers' Fault.....	10 %
Hazard of Industry.....	43 %

Slide 12.

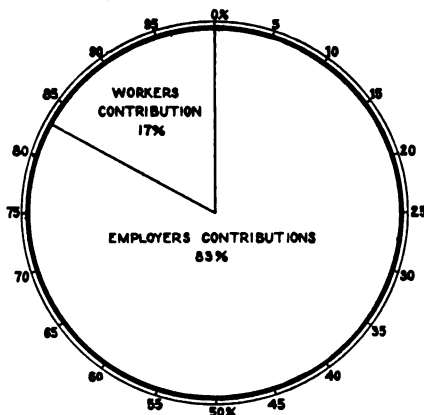
Responsibility for Agricultural Accidents.

Employers' Fault.....	18-¾ %
Workers' Fault.....	25 %
Employers' and Workers' Fault.....	23-¾ %
Hazard of Occupation.....	33 %

You see from this last chart that in Germany equal attention is paid to farm accidents, and with surprising results. I shall have more to say on this subject later on. The principle of compensating workers for accidents due to the hazard of the occupation and those due to the employers' fault is sound, but the principle of paying the injured worker for accidents due to his *own fault* is neither sound nor reasonable. To pay the highest possible compensation rate without inviting simulation and to give the injured every comfort and care, but to make him contribute a moderate amount, while he is well, to the cost of the system, is a vital principle of the German system.

Slide 10.

Mutual contributory principle as carried out in German accident insurance.



As you see, German workers contribute 17% of the cost of accident compensation. The argument is often made that even if the employer pays the whole compensation, the worker contributes through his physical suffering while injured; and through the rate of compensation which is always materially lower than his regular income while at work. Several national systems have been based on this theory, but it seems greater wisdom and better policy to secure the workers' financial contribution and co-operation and to pay him the *full* equivalent of his lost earning capacity while injured.

Sixty-six per cent of the annual wage rate (300 days' full wages), which is ordinarily the highest compensation paid in Germany, is considered the full equivalent for a complete disability, on the theory that the ordinary lay-offs, expenditures for tools, working clothes, car fare, etc., while at work consume one-third of the annual wage rate.

Slide 13.

The contributory Principle in German Social Insurance.

Total sum contributed in twenty-five years for all social insurance. (Sickness, accident and invalidity.)			\$2,663,000,000
Employers contributed.....	45	%—	1,198,000,000
Workers contributed.....	40	%—	1,064,000,000
State.....	5½	%—	147,000,000
Interest and Miscellaneous.....	9½	%—	254,000,000

The contributory principle is recognized in Germany not only in accident insurance but in the complete system of social insurance—sick, accident and invalidity—as shown in this figure. Sickness and invalidity insurance by co-operation between employer and worker is a subject to which too much attention cannot be given. Many American, as well as European, employers have established voluntarily model institutions for complete social relief for their workers, and from personal interviews I know that in nearly all cases such institutions have proven successful, not only from a humanitarian standpoint, but from a business standpoint.

Let me remind you that a former chart showed that of the total sum paid into German social insurance the wage workers receive seventy-two per cent, amount in dollars; they pay forty per cent, amount in dollars; surely a good investment for the thrifty German workman.

Let me now point out a few interesting general facts gathered from German accident statistics.

Slide 64.

Frequency of Industrial Accidents According to Days and Hours.

This table points out the frequency of industrial accidents according to days and hours. Between the hours of 9 and 12 A. M. and 3 and 6 P. M. there are the greatest number of accidents; also, more accidents happen on Monday and Saturday than on any other week day. If we give credit to the general belief that the great percentage on Saturday is due to the fatigue of the workers, we must also likely accept the conclusion that a similar fatigue exists among workers on Monday morning.

Slide 65.

Frequency of Accidents According to Age and Sex. Industrial Workers.

Here is a record of the frequency of *industrial* accidents according to age and sex. In this and the following diagram the increased hazard in all occupations due to age is shown. Several countries have had sad experience in barring older men from employment on account of their greater liability to accidental injury. Under the German system there is no such disadvantage and we should see to it that there is none in our country. Another lesson pointed out in this chart is the low rate of accidents to women workers as compared with men in the industries.

Slide 66.

Frequency of Accidents According to Age and Sex. Agricultural Workers.

The rate of accidents to women workers is much higher on the farm, as is shown in this chart, illustrating the fact that accident compensation, insurance and prevention has as large a field on the farm as in the industries.

Germany finds that one of the most important requirements in the direction of efficiency is prompt and proper medical aid. Authorities all agree, and are very emphatic on the point, that immediate attention to all injuries saves much suffering, many lives and limbs and a great deal of money. This principle has been recognized by progressive employers and insurance companies in the United States, but prompt relief is still lacking in too many instances. Under the German law every injured worker and his dependents are taken care of automatically and immediately after the occurrence of an accident. The first thirteen weeks the injured receives medical attendance and compensation out of the sickness insurance fund. Beginning with the fourteenth week it is provided out of the accident insurance fund.

Slide 115.

Efficient Medical Attention Pays—Germany.

A Bavarian Building Industries Employers' Association established, to its own satisfaction, that the expenditure of approximately \$8,000.00 in prompt and expert medical attention to its injured workmen, saved approximately \$160,000.00 in compensation expenses.

Slide 116.

Saving Due To Prompt "First Aid" to Injured Workers—Austria.

A Vienna insurance institution figured the net savings in compensation due to the establishment of an ambulance and first aid medical station to be \$25,000 in nine months.

There is another direction in which prompt medical attention by experienced doctors with special accident training is of immeasurable value—in prevention of simulation and imaginary ailments. Up to the present time German prevention experts have concentrated their energy upon *serious* accidents, but the number of light accidents is increasing rapidly. The growth in the number of light accidents and the serious part which simulation and imagination play in this growth, result in concentrated effort of German experts toward reduction of light accidents.

Slide 95.

Simulation.

A Swiss medical specialist, in discussing simulation, says: "To me it is a final conclusion that in cases of accident the efficiency of the medical attendants is in direct proportion to his special training for such work. Simulation, which usually begins very soon after an accident, is much strengthened by uncertain action and lack of understanding on the part of the attending physician. No argument, threat or fear of penalty will succeed in eliminating simulation or imagination later on if improper attitude of the attending physician immediately following the accident has allowed them to take root."

The co-operation of wage worker is an important phase in the direction of elimination of simulation and in the prevention of accidents.

A scientific and practical inspection system is an important part of the German accident prevention and insurance system. There are two kinds of inspectors—Government inspectors and Employers' Association inspectors. An important duty of both classes of inspectors is to study working conditions, determine hazards and make preventive suggestions to the administration officers. To this end specialists of high grade often times devote their whole lives to a study of the hazards of a particular industry. It is the specialization and the certainty of remaining in a chosen line, regardless of political or administrative changes which makes the German inspection system so efficient. New men entering this profession must start with a thorough theoretical and practical education. They must be graduates of engineering colleges, and are then placed in subordinate positions with little pay for years before they are promoted to places of real responsibility.

Slide 6.

Disputed Compensation Claims in Germany.

Total Cost of Litigation, \$1.20 out of every \$100.00 paid to injured workers of dependents.

422,076 claims decided by Employers' Associations.

104,298 appeals by employees to Arbitration Courts.....24.7%

83,781 appeals decided in favor of employers by Arbitration Court.....19.85%

20,517 appeals decided in favor of employees by Arbitration Court.....4.85%

19,634 second appeals to Senate (Court of last resort) by employees4.64%

5,600 second appeals to Senate (Court of last resort) by employers.....1.32%

14,701 confirmations of Arbitration Court by Senate.....3.48%

5,066 Decisions of Arbitration of Arbitration Court changed by Senate.....1.2%

Total changes by Arbitration Court and Senate from Employers' Association verdicts.....4.5%

A word about German Arbitration Courts will not be amiss. I attended two Arbitration Court sittings as the special guest of the judge who, with his associate commissioners, employers and wage workers, tried 20 appealed cases in two hours and a half. There was no hurry, a remarkable absence of formality, a thoroughness and serious common sense endeavor to get at the facts, which made a much more favorable impression upon me than the numerous damage cases which I have seen tried in our U. S. Courts. An experienced doctor was present to assist the Court in matters requiring medical knowledge. In most cases a medical examination was made in the court room. The fact that the total litigation expenses amount to only 1-2/10 per cent of the insurance premiums indicates that the system is thoroughly efficient.

Slide 16.

Total Occupational Accidents Analyzed for the year 1908 in Germany.

Farming.....	43½%	Steel Industry.....	10½%
Mining.....	8¼%	Building.....	7½%
Railways.....	4%	Warehouses.....	2%
Wood Industry.....	3½%	Textile.....	2%
Quarries.....	2%	Teaming.....	1½%
Excavations.....	1¾%		
All others.....	13½%		

Statistical records compel a readjustment of our conventional notions as to the comparative hazards of various employments. We have had several charts prepared from the statistics of the German Empire which tell a surprising story about the dangers of farming. This chart analyzes the total number of accidents for 1908—43½ per cent for the farm.

Slide 20.

Temporary Disability due to Occupational Accidents for the year 1908 in Germany.

Farming.....	45%	Railways.....	3%
Steel Industry.....	9%	Teaming.....	2½%
Building.....	9%	Quarries.....	2%
Mining.....	8½%	Excavation.....	1¾%
Wood Industry.....	4%	All Others.....	12¼%
Warehouses.....	3%		

Temporary Disability caused by Accidents in 1908—45 per cent for the farm.

Slide 357.

Frequency of Accidents in Various Occupations.
Per 1,000 Employed.

Teaming.....	22.9
Quarry Industry.....	15.7
Mining.....	14.6
Building Trades.....	11.4
Average for all Industries.....	9.5
Farming.....	11.1
Chemical Mnfg.....	9.2
Electrical Mnfg.....	6.3
Glass Industry.....	4.9
Printing.....	2.8
Tobacco Industry.....	.6

German statistics prove that farming is more hazardous than the average of all the industries and American facts and figures indicate that the risk of farming is equal to that of carpenters and greater than the risk of machinists.

After studying these charts, based on the very latest statistics, it would seem of little use to construct laws or adopt systems which do not cover the farmer. He stands first on each chart and this holds good not only in total numbers but in averages per thousand.

To safeguard the greater number of human beings and to compensate the greatest number of injured workers must be the basis for action and a system which excludes 43½ per cent of all injured workers cannot be called just or progressive.

What German statistics have proven regarding the hazards of farming, every other country which has given this subject attention has found to be correct, only it is more difficult to prove elsewhere because of lack of reliable information.

Slide 23.

14,945 accidents including 632 deaths among farm workers are caused by falls from ladders, haylofts, etc., in one year.

Slide 24.

Dangerous animals must be guarded. 19,143 injuries including 1,180 deaths among farm workers.

Incidentally let me explain to you the liberal use of red color in many of my illustrations. Red means danger all the world over. Germany has adopted red color as indicating danger to life and limb of workers.

Red paint is applied to dangerous parts of machinery, as well as to dangerous places in factories and to accident prevention devices generally. It is asserted that a gallon of red paint judiciously applied will far outweigh all other accident prevention devices.

Slide 25.

Safety appliances for farm wagons. Agricultural teaming is responsible for 10,486 accidents in one year.

Slide 26.

Scythe blades must be covered when not in use. Farmers' hand tools are responsible for 4,483 accidents in one year.

Slide 27.

5,718 accidents among farm workers are caused by cutting, handling and hauling timber in one year.

Slide 28.

1,777 accidents including 17 deaths caused by feed cutting machines in one year.

Slide 29.

Threshing machines responsible for 1,296 accidents, 44 deaths.

After showing some of these charts I have been told time and again that, whatever German statistics may tell about farm accidents in that country, it is not likely that such conditions exist in the United States. I have looked around for evidence and find abundant proof for believing that relatively farm hazards are even more pronounced in our country than in Germany.

Slide 111.

U. S. A. Accident Insurance Rates.

Textile Operatives,	Rated Ordinary or Medium, \$7.50 to \$10.00 per annum
Machinists,	Rated Medium or Special, \$10.00 to \$12.50 per annum.
Carpenters,	Rated Special or Hazardous, \$12.50 to \$15.00 per annum.
Farmers,	Rated Special or Hazardous, \$12.50 to \$15.00 per annum.

The farmer is classed as "special" or "hazardous" and in addition to paying a high rate, the farmer is limited to an accident insurance policy of smaller maximum than most of the other "hazardous" occupations.

Slide 112.

Ten years experience of a large American Casualty Co.

Mill Operatives—Cotton and wool. Premium averages about \$8.00 per annum.

Machinists. Premium averages about \$10.50 per annum.

Carpenters' Shop. Premium averages about \$11.00 per annum.

Farmers. Premium averages about \$13.50 per annum.

The rates shown in these charts dealing with American experiences were made from the actuarial records of one of the largest Casualty Insurance Companies in the U. S. A.

Slide 122.

Non-fatal accidents among Canadian *Miners* and *Farmers*. Statistics of Canadian Department of Labor.

	1904	1909
Miners, 10%		5% of total number
Farmers, 7%		13% of total number
<i>Mine non-fatal accidents have decreased 50%</i>		
<i>Farm non-fatal accidents have increased 87%</i>		

Canadian statistics also show farm accidents larger than those of any other calling and what is worse and more surprising, farm accidents are increasing faster than even mine accidents.

Slide 123.

A Canadian Farm Story.

Statistical Tables—Department of Labor of Canada.

TOTAL FATAL ACCIDENTS FOR SIX YEARS.						
	1904	1905	1906	1907	1908	1909
Farm....	11%	13%	16%	15%	18%	20%
Mine...	11%	7%	10%	13%	11%	12%

Six years *increase* in ratio of *mine* fatalities— 9%

Six years *increase* in ratio of *farm* fatalities—82%

And this holds good with fatal as well as with non-fatal accidents.

Slide 32.

Causes and frequency of accidents analyzed according to occupations—1908—number of injured persons per 10,000 insured.

Falls from Ladders.....	98.76	Miscellaneous.....	22.49
Teaming.....	64.17	Inflamable Substances....	4.65
Animals.....	53.28	Explosives.....	1.20
Loading and Unloading...	32.46	Railways.....	.68
Tools.....	27.61	Elevators and Lifting Eng.	.38
Engines and Motors.....	27.46	Navigation.....	.18
Giving away of Supports..	24.31	Steam Boilers.....	.12

A study of hazardous occupations would be incomplete without an analysis of all occupations with a view of learning which particular kinds of activities are responsible for most accidents. This chart analyzes farm activities. Falls from ladders heads the line and is responsible for 50 per cent more accidents than the next cause.

Slide 33.

Cause and frequency of accidents analyzed according to occupations—1908—number of injured workers per 100,000 injured for one year of 300 working days.

Engines and Motors....	181.04	Miscellaneous.....	42.46
Falls from Ladders.....	143.28	Elevator and Lift. Eng....	39.19
Giving away of Supports	125.46	Inflamable substance	32.74
Loading and Unloading..	132.18	Animals	13.41
Tools.....	66.48	Navigation.....	7.41
Railways.....	62.79	Explosives.....	6.50
Teaming.....	61.19	Steam Boilers.....	2.31

Teaming, loading and unloading are next in importance and steam boilers rank last on the former list as well as on this chart, which analyzes industrial activities. Only machinery is more serious than falls from ladders on this list. And now I reach the most important phase of the whole subject, namely, prevention of accidents.

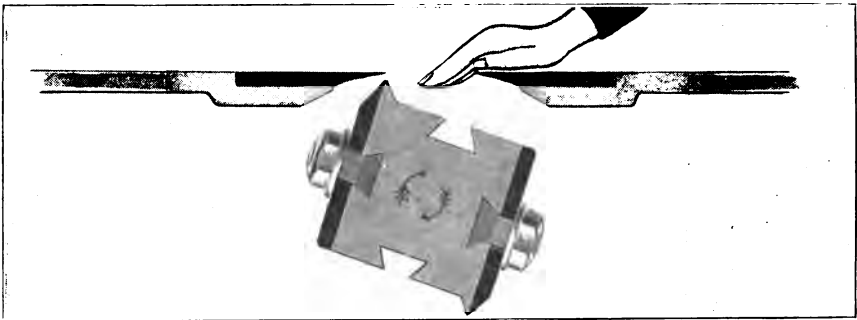
If, by magic, we could do away with all future work accidents, we would have no need of dealing with any other phase of the subject. Every accident *cannot* be prevented but experts agree that $\frac{1}{3}$ or even $\frac{1}{2}$ of all work accidents

and their accompanying ills can be eliminated by careful and systematic endeavor and it should be the duty of manufacturers everywhere to concentrate their energies into a very thorough accident prevention campaign. Many American employers are doing splendid work in that direction—but let us return to that subject after we give a little attention to European prevention efforts.

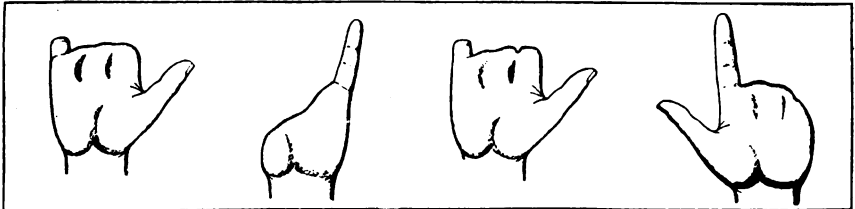
That from a humane viewpoint accident prevention is not only desirable but absolutely necessary requires no argument, that it pays as a business proposition can be demonstrated from German statistics. Let us get into the spirit by looking at a few object lessons from German accident prevention activities.

Slides Nos. 50, 51, 251, 247, 250, 131, 46, 48, 47, 49—Illustrations of Accident prevention devices.

ACCIDENT PREVENTION IN A PLANING MILL.

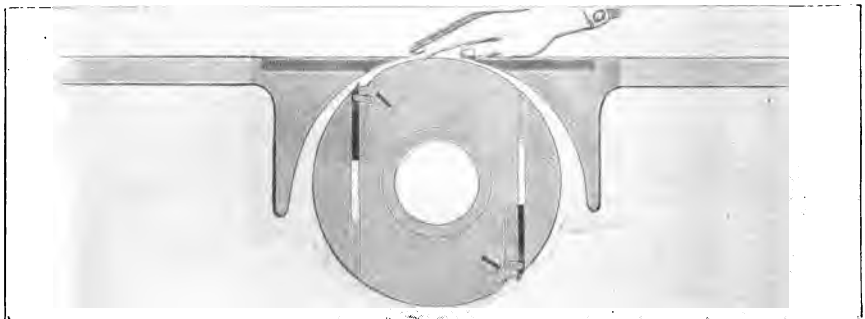


Old type square cutter head for wood planer. Very dangerous. Its use now prohibited in Germany.

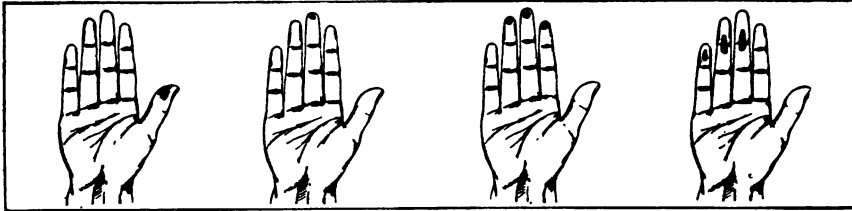


Injuries caused by square cutter head. Four cases like first illustration to the left cost \$15,000.00 in pensions.

Five cases like second illustration (one death due to blood poisoning) cost \$4,000.00 to date and \$350.00 pension per year.



New type round cutter head for wood planer. Much safer in operation.



Four hands which have come in contact with round cutter head. Note small abrasions indicated by black spots. If square cutter head had been used all four hands would probably be crippled similar to those illustrated above.

Slide 206.

Dr. Spiecker, President Siemens & Halske Co., Berlin, and Chairman League of Employers' Associations, writes: "Today everybody who views the situation without prejudice must acknowledge that the task of the Employers' Associations in this field (prevention and compensation) is a great blessing, not only to the workers but to the industries and the nation. It is perfectly evident today that we have secured higher efficiency in our industries, due to increased workers' efficiency, all brought about by relieving our workers from worries and distress on account of sickness, injury, superannuation and invalidity."

Naturally the next important question which you want answered is:

HAS THIS CAMPAIGN IN GERMANY RESULTED BENEFICIALLY? HAVE ACCIDENTS BEEN PREVENTED?

I can say "yes, decidedly" and prove it by figures.

Slide 36.

An analysis of 21 years accident prevention in all industries combined.

Success of German accident prevention is evident from a study of this chart. Note that the death line (black) has been reduced, also total and permanent disability (purple line), and partial permanent disability (green line), while temporary disability (red line) has increased right along.

Slide 38.

Results of 21 years mining accidents.

The mining industry tells the same story and so do many others.

Slide 40.

Results of 21 years accidents—glass, pottery and brick industry.

Slide 42.

Results of 21 years accidents—Iron and steel industry.

Slide 44.

Results of 21 years accidents—chemical industry.

A further study of accident statistics tells another important story.

Slide 35.

Twenty-one years accident prevention—all industries combined—number of injured per 1,000 insured.

An analysis of 25 years records of various industries which was made by the German Society of Prevention Engineers recently, points out that it is much easier to prevent machine hazards than those due to human recklessness, carelessness or drunkenness. In 21 years prevention activities in German industries, the number of workers injured by machines has increased 1 per cent, while the number of workers injured from all causes has increased 4½ per cent, proving that machine hazards are more readily preventable than all others. I can prove this conclusion with an analysis of various industries, but time is too short to show these additional slides.

Slide 103.

Organized Accident Prevention.

Request to Members:

Buy machinery, apparatus, etc. only with a written guarantee that all protective devices are constructed in accordance with the requirements of our Association's accident prevention rules, and stipulate that lacking or unsatisfactory protective devices must be supplied or exchanged free of charge.

The Board of Directors,
German Silk Manufacturers' Association.

Much good work is accomplished by expert specifications for safety appliances in connection with special machinery required in various industries. Such specifications are drafted by special engineers and after being adopted by the various employers' associations, become the requirement of each member.

Slide 104.

Accident Prevention by Co-operation.

Advice to Members:

Kindly circulate this itemized annual accident report among your factory superintendents, foremen, etc. They should be thoroughly informed concerning causes and consequences of past accidents, with a view of preventing future accidents by keeping up protective devices and discipline and good will of employees.

Chairman,
German Silk Manufacturers' Association.

As you see, careful attention is also given to the circulation of all reported accidents among the men who can be instrumental in their prevention in the future. These last two slides are samples of translations from the official records of the German Silk Manufacturers' Association.

Slide 60.

Exterior view of Permanent Accident Prevention Institute at Berlin, Germany. Costs Government more than One Million Dollars.

Strong factors in accident prevention on the Continent are accident prevention institutions, or museums; that is, permanent expositions usually "working exhibits" of safety appliances for the industries and the farm.

Slide 61.

Interior view of Berlin Accident Prevention Institution.

Employers and workers receive a liberal education and public sentiment is properly and effectively impressed through these public exhibitions.

Slide 130.

Exterior view of Munich Accident Prevention Institution.

To give even the most superficial report of the excellent work of the institutions which we have visited in Amsterdam, Paris, Brussels, Berlin, Munich, Vienna, Budapest, Zurich and Milan would require too much time now.

Slide 124.

Interior view of Munich Accident Prevention Institution.

Slide 53.

Safety feet for ladders.

It is a mistake to think that the most effective safety devices consist of complicated machinery and expensive appliances. Rubber tips and sharp points attached to the feet of ladders prevent more accidents than costly guards attached to intricate mechanism.

Slide 363.

Falls from ladders are responsible for more accidents in the industries, on the farms and in the homes than any other source according to 25 years German statistics. Experts estimate that it is possible to prevent three hundred thousand painful accidents and the loss of forty million dollars annually in the United States by proper precaution in the construction and use of ladders.

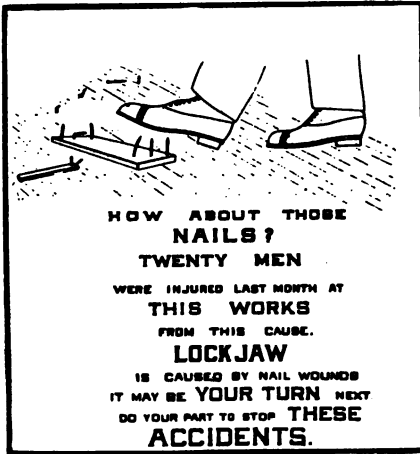
Slide 244.

Slide 362.



In large plants in the United States, accident prevention rules must often be printed in ten or twelve languages to be understood by all employees. The warning sign here illustrated, taken from the records of the United States Steel Corporation, can be read in all languages, even by illiterates.

Slide 361.



Simple signs, indicating at a glance the danger of carelessness, are found to be very effective in accident prevention. This illustration is taken from many similar ones in use in the International Harvester Company's accident-prevention department.

Slide 113.

Many accidents to man and beast are caused by slipping on smooth iron covers on our city streets and sidewalks.

There is as much room for accident prevention activities upon our city streets as there is in our shops.

Slide 364.

A simple safety hammer. A large, progressive industrial establishment found that four workers

lost each one eye in nine months, due to nails flying when struck on a slant by the ordinary carpenter's hammer in closing packing boxes. The adoption of hammers with corrugated surface shown in illustration has prevented losses of eyes and injuries to hands.

Slide 113.

Many accidents to man and beast are caused by slipping on smooth iron covers on our city streets and sidewalks.

There is as much room for accident prevention activities upon our city streets as there is in our shops.

Many of our progressive manufacturers are doing splendid work in accident prevention.

Slide 242.

Protective devices on wood planer. Notice wire mesh covering over sprocket chain, metal guard over cutter head and cover over gear wheels.

Slide 243.

Protective device on triplex pump, directly connected to an electric motor. See gears and electric parts carefully protected by metal housing.

I have had the opportunity to inspect many of our country's best factories and some of them compare favorably with the best I have seen in Europe.

Slide 256.

Safe guarded winding machine. See belt protection and gear housing.

Slide 269.

Brown and Sharpe Co. nickel plating department. Showing hood to carry away fumes.

Slide 267.

All gears properly safe guarded on a Gisholt turret lathe. (General Electric Co.'s Lynn Works.)

Slide 258.

Wood planer direct motor driven. See belt guards, motor and coupling covers, knife and gear protection. (General Electric Co.'s Lynn Works.)

Slide 271.

Brown & Sharpe gear cutting machine, showing one gear protecting guard open. See also other housing for working mechanism.

Slide 286.

Int. Har. Slides 40, 47, 49, 50, 68, 114, 71, 61, 61½.

Slide 133.

Influence of daylight on accidents.

Poor light has much bearing upon accident rates.

Slide 366.

Insufficient lighting is a cause of numerous accidents, particularly serious and fatal falls. The author has observed that a maximum of accidents occurs towards the close and beginning of each year, that is, during November, December and January, the months of minimum daylight. (Calder.)

Slide 365.

What is wanted from the safety point of view and also from considerations of power economy, is the elimination of hard light on spots only, which cause eye-strain and poor vision of surrounding areas with resulting accident. A more generally diffused light of less unit intensity is now easily obtained by the use of fewer but larger screened units. (Calder.)

Slide 367.

Dirty and obstructed workplaces are closely allied to defective illumination as a source of accident. The literal "shedding of light" on waste and rubbish is often the sure forerunner of their removal and avoidance of accidents is often due to them. Work places often retain unnecessarily dirty and obstructed environments, causing stumbling and falls and similar accidents, and every management should see to it that the cleaning of floors and passages and the removal of wastes is systematically provided for.

Cleanliness is a wonderful force in accident prevention.

Slide 354.

Statistics for European workshops claim 35-40 years as the average age of workers exposed to steel dust without exhaust fans and 50 years where such exhaust fans are provided.

Slide 355.

Brass and bronze dust is even more dangerous than cast iron and steel. It causes inflammation of the nose and throat and skin sores. Exhaust systems should be used wherever possible.

Slide 356.

Lead dust is more harmful to the digestive organs than to the lungs. Colic and paralysis are the more prominent diseases caused by lead poisoning and lead fumes or lead dust should be exhausted from workshops.

Slide 353.

European experts assert that 69 per cent of the men engaged in polishing iron and steel without exhaust systems suffer from a special kind of asthma and do not reach the age of 40.

Pure air and absence of dust are splendid health preservers.

I might keep on all day and night showing you slides and I would still have many left. The National Association of Manufacturers is conducting and extending an educational campaign with the aid of stereopticon talks and moving pictures. We have in St. Louis inaugurated half-hour daily talks in centrally located headquarters, where employers, superintendents, foremen and workers can see the best and latest efforts. You also no doubt, know of the small but promising beginning which the American Museum of Safety in New York is making in exhibiting safety devices. All this must be kept up and enlarged upon.

However, the principle requirement is the right spirit and the constructive co-operation of all the forces of society. I express the hope that the combined effort of all the people interested in this subject will strengthen accident prevention movements everywhere.

Slide 105.

Insurance Rates in New York Before and After Enactment of Law of 1910. Per \$100.00 Pay Roll.

	Before	After
Chemical Schedule, Acid Manufacturers..	\$0.81	\$1.12
Increase 38%.		
Aerated Water.....	1.62	2.25
Increase 102%.		
Building Trades, Carpenters.....	3.47	5.00
Increase 102%.		
Masons.....	2.75	6.25
Increase 127%.		
Painters.....	1.75	5.00
Increase 186%.		
Pipe Fitters.....	1.35	6.25
Increase 362%.		

Before concluding my talk I want to show you the effect of state laws upon insurance rates.

Slide 106.

Comparison of Compensation Insurance Rates in the State of New York and Germany—Per \$100.00 Pay Roll.

	German Rate	N. Y. Rate
Carpenters.....	\$2.57	\$5.00
Masons.....	1.43	6.25
Painters.....	1.12	5.00
Plumbers.....	1.50	3.25
Steam and Pipe Fitters...	1.50	6.25
Coal Miners.....	1.00 to 4.10	7.20

Slide 108.

Insurance rates in Ohio before and after enactment of Law of 1910. Per \$100.00 Pay Roll.

	Before	After
File Workers.....	\$0.22	\$0.44
Increase 100%.		
Lumber Yards.....	.60	1.10
Increase 83%.		
Provision Merchants.....	.60	1.37
Increase 128%.		
Box Manufacturers.....	.70	1.75
Increase 150%.		
Plasters.....	1.00	1.30
Increase 30%.		
Carpenters.....	1.75	2.37
Increase 35%.		
Mason Contractors.....	2.50	3.15
Increase 26%.		
Concrete Construction....	2.50	5.25
Increase 110%.		
Structural Iron Workers...	5.25	7.80
Increase 48%.		
Housewrecking.....	5.00	10.00
Increase 100%.		

It is also interesting to learn what the experts of other nations think of the German system of accident prevention and relief.

France is usually not very prompt to admire anything German.

Slide 110.

Edward Fuster of Paris, one of the greatest social insurance experts of the world, said recently:—"The money which Germany is devoting to social insurance reappears in a thousand forms. It promotes happiness of the family, health and self-respect. It makes for a strong, enduring nation and for international supremacy."

England has sent a number of investigation commissions into Germany. This is what one of these, consisting of members of the Labor Party in Parliament reports:

Slide 305.

"One effect of all these public and voluntary organizations is to prevent the hideous open social sores with which we in Great Britain are so familiar in the streets of our large cities. There are certainly poor in Germany, many more than in England, but there are few so utterly broken on the wheel of misfortune as those who are allowed with us to wander about, parading their sores and propagating their kind."

Slide 306.

"To sum up on this first point, it seems to us that Germany, individually and collectively, is realizing itself and organizing itself. True, it is largely by bureaucratic methods. What effect this may have ultimately, or may have had already, on individual character as well as upon home life, we are not in a position to say, but we are convinced that it is having a considerable effect at present in increasing the productive efficiency of the nation. In short, it is brains and not tariffs, that account for Germany's wonderful progress in the world."

This is a big subject and it must be dealt with in a big way. The state which first solves the problem in an equitable manner, just to *all* wage workers and without undue hardship to employer and the public will have a great advantage. But let us not forget that he who starts out well prepared for a race is in a better position to win than he who hurries on without preparation.

Slide 120.

The very best employers' liability system is very inefficient and bad.

Insurance and litigation expenses consume \$70 to \$80 out of every \$100 paid for liability insurance.

Injured workers or dependents receive \$20 to \$30.

Slide 121.

Compensation Insurance Systems Have Been Found Most Efficient and Best Everywhere.

\$80 goes to injured worker or dependents out of every \$100.00 paid for compensation insurance in Germany.

\$12 out of \$100.00 pays litigation and insurance.

I have no desire to conclude my talk in a pessimistic or fault-finding spirit. We have entered into a study of this subject with a constructive and not a destructive disposition. There is no need for looking gloomily into the future. Much has been accomplished in a year's time and future progress will be even more rapid. More than 250,000 workers have been placed under compensation for injuries by the voluntary action of employers during less than two years.

We must all continue to work for equitable new laws for accident prevention and compensation, national or state, and we must continue to encourage voluntary action while legislation is pending. We must not forget that the factory inspectors are one of the most important forces in the accomplishment of future results and we must help you to establish the right and proper standards and standing for members of your profession. We want to co-operate with you in every reasonable way, especially in separating your positions from political log-rolling.

Eventually, we in the United States will have a better, a more human and a more efficient method of caring for the injured members of our industrial army than any other nation in the world, but it will require the patriotic efforts of all of us to bring this about.

BRIEF REPORT OF A TRIP ABROAD**By****Labor Commissioner Lewis T. Bryant
of New Jersey.**

After spending six weeks abroad studying factory conditions and the operation of the employers' liability laws of England and Germany, I herewith present for the members of the International Association of Factory Inspectors a short account of a most interesting and instructive trip made for the purpose of acquainting myself with conditions, factory laws and the enforcement thereof, and sincerely trust, that while very much limited for space, that this article will be of interest to the readers of this valuable journal.

Among the things that impressed me most was a special training required for officials charged with the enforcement of the factory laws. Several years must be devoted to studying before one is regarded as fitted to become a Factory Inspector, and the candidates must pass a severe examination before entering upon their duties. New Jersey has made a forward movement in placing its inspectors under civil service, and I am inclined to look with favor upon the British Liability Law, under which privately conducted insurance companies are operated.

"During my trips I had an opportunity, through the courtesy of the various authorities, to make quite a comprehensive study of factory conditions in both England and Germany. While in England I visited typical factories in Manchester, Birmingham, the great pottery centre, Stoke-on-Trent and the city of London. In Germany I made my observations in the cities of Munich and Berlin, where, in addition to inspecting factories, I had an unusual opportunity of visiting, in company with government officials, the permanent workmen's museums maintained by the government in each of these cities.

Museum Exhibits.

"The museums contain exhibits of a large variety of subjects calculated to improve and safeguard the conditions of factory and other employment, together with valuable suggestions regarding general hygiene and domestic economy.

"An excellent method was used for demonstrating a large number of safeguards on dangerous machinery, apparatus for the elimination of industrial dusts, and a fine exhibit, showing the injurious effects of employment under improper conditions, including a large section devoted to the disease of tuberculosis, and also an instructive method of illustrating the effect upon the lungs of coal, iron and other injurious dusts inhaled by reason of a particular employment.

"The effects of lead poisoning, and how detected, together with a variety of other injurious results arising from employment under unhealthful conditions are clearly demonstrated. The attendance at these museums by both the employers and employees is encouraged, and demonstrations and lectures are given by the attendants.

"The German Government insists upon the adoption of all possible precautions against the injury of operatives, and also requires the removal of practically all industrial dusts by artificial methods.

"The English Government is equally strict in the matter of safeguarding factory machinery protecting the operatives from trifling as well as more serious injury, but confines the obligatory removal of dusts to those which in themselves may prove directly harmful.

"New Jersey, however, has much to learn from either country, especially in the artificial removal of dusts, and I hope before long to see similar methods in use with us.

"In a keg factory I visited in Munich nearly all the sawdust from the various machines was drawn away by suction, and after going through a process which brought it together was deposited in the boiler-rooms, and with characteristic German thrift used as fuel. I was informed that in some plants the sawdust and shavings are dumped directly in the firebox. The great cleanliness of German factories not only adds to their healthfulness, but is one of the many reasons for their small fire loss.

Factory Ventilation.

"England is especially particular about the question 'pure air and factory ventilation,' the inspectors frequently taking a sample of actual air and having it analyzed by the government chemist.

"New Jersey is not so far behind in the matter of the removal of dust as might be imagined, when it is considered that England did not commence to eliminate industrial dusts in a comprehensive way until about ten years ago, while Germany has been regulating this question somewhat longer.

"The personal and general efficiency of factory inspectors have been continually improving for a number of years, until today each country has a corps of trained inspectors who are qualified to advise a manufacturer as to just what method should be taken to properly guard machinery, or otherwise improve his factory conditions. In most cases manufacturers are not only willing, but anxious to provide suitable conditions, and the usefulness of a properly equipped inspector is apparent.

"In both countries the occupation of factory inspector is taken up as a life work, and sufficient inducements are offered to warrant a high class of young men entering the service. In England there are several grades of inspectors, and the pay is advanced both by years of service, and when promotion is made to a higher grade. They may retire on pension at sixty years of age, and they must retire at sixty-five. Only young men are eligible to undertake the civil service examinations, and the government is thus assured of the services of young inspectors, who become more proficient from continued experience.

"In North Germany a factory inspector must spend three years in a technical school and one year studying the laws of labor, while in Bavaria the inspectors are more practical men. The English factory inspector must first be nominated and then pass a very severe civil service examination. And at present about eighty per cent. of them are university men. New Jersey has taken a long step in the right direction by placing factory inspectors under the protection of the civil service.

"I have obtained several hundred cuts with accompanying description of the principal safeguards and exhaust apparatus shown at the two German museums, and also of many devices used in England. Through information obtained in Berlin I hope to secure a large number of photographs of safeguards generally used in our country, and it is my purpose to have a number of slides made to use as stereopticon views in lectures on the subject to the inspectors.

Liability Laws.

"In both England and Germany I discussed with accepted authorities the operation of their respective employers' liability laws, and through the courtesy of the Consular service was placed in possession of expressions of opinion as to the operation of the laws from both employers and employees in each country. I was also very fortunate in obtaining a number of pamphlets, reports, schedules and other literature relative to the operation of the

liability laws, and the information contained therein will, I believe, be of great assistance to the Employers' Liability Commission.

"In England the custom is to insure the necessary risk of employment in privately conducted insurance companies, but in Germany the system is quite complicated. In England, in addition to those injured while at work, twenty-four occupations are classed as dangerous, and if it can be proven that sickness is caused from employment in any one of these industries the workman will be entitled to the compensation specified by the law.

"From inquiries and observations made while in England, it would appear to me that while there is some fault found with the operation of the Employers' Liability law, especially in regard to what is there termed malingering, which means the unnecessary continuance of an injury or sickness, the law is looked upon as a success, and a much more satisfactory solution of this delicate problem than any legislation previously effected.

German System.

"The system of workmen's insurance in the German Empire is so complex that it would be impossible to give a thorough description of the methods in the time at my disposal. The insurance is of a three-fold character, and protects against sickness, accident, invalidity and in respect of old age. The sick insurance is effected by means of sick insurance funds, and of the entire cost of such insurance employers pay one-third, and the employed two-thirds. The benefits assured by this insurance to an employee falling sick are: gratuitous medical treatment and medicine (including the provision of spectacles, trusses for ruptures, etc.), and furthermore sick pay beginning on the third day of sickness. In case of death burial money is allowed to the family. In cases of confinement benefit is allowed for the space of six weeks.

"Accident insurance is effected by means of insurance funds for every distinct group of employment, and the funds administered by the employers alone, under supervision of the State, and all the expenses occurring are paid by the employers. The benefits under this head to employed persons disabled from an employment accident (sick insurance having been provided him or her during the thirteen weeks) are certain medical treatment, including appliances and the pension beginning in the fourteenth week after disablement. If totally disabled an allowance is made as a full pension equal to two-thirds of the money previously earned in employment, but if only partly disabled a corresponding reduction is made from the full pension. If the accident is fatal, burial money is allowed, and the surviving dependents also receive pensions.

"Old-age pension and invalidity insurance is effected by means of insurance institutions established for large districts and administered by public officers of position assisted by representatives of both employers and employed under the supervision of the government. One-half the expenses are paid by the employers and one-half by the employees, the empire adding to each insurance a fixed grant of fifty marks (about \$12.50 in our money) per annum. Those insured received pensions upon disability (invalidity being shown) or upon reaching the age of seventy years. Pensions are allowed for sickness after the close of the first twenty-six weeks; up to that time sick insurance funds have been provided for them.

Machinery Safeguarding.

"The system of insurance is supplemented by a thorough safeguarding of dangerous machinery, and there is an elaborate system of medical attention and hospital service maintained in connection with the insurance scheme. In fact, practically the entire population seems combined in an effort to, in so far as possible, prevent not only accidents, but ordinary sickness, and further, to speedily restore the incapacitated workman to as nearly perfect health as the conditions make possible.

"It will be seen by a close study of the system that these results are of direct interest to practically each individual member of the community, inasmuch as the expenses incident to the disabled workman are distributed among not only the employer and employed in a particular case, but also under certain conditions the government itself.

"In Germany the workingmen's insurance has been in existence about twenty-five years, and the opinion of eminent authorities on the subject seems to be that it has shown itself to be a fulfilment of the words of the imperial message of November 17, 1881, written by Emperor William I.: 'An effective institution for the furtherance of the well being of the working classes.'

"To quote further from a pamphlet issued on this subject by the executive committee of the Distinct Annex German Workingmen's Insurance: 'Beyond that it has become a pillar and corner-stone of the measures taken in the German Empire for the promotion of public health. Under it employers and employed have been brought together for common administration, and by such means a way has been paved for the reconciliation of previously opposing social interests.' "

Crucible Cast Steel Protected Lathe Dog

SAFE

RELIABLE



Fig. 1

(Patent Pending)



Fig. 2

PROTECT YOUR WORKMEN

STRAIGHT OR BENT TAIL
ANY SIZE OR FORM

NUMBER	1	2	3	4	5	6	7	8	9	10
Size	$\frac{3}{8}$	$\frac{1}{2}$	$\frac{5}{8}$	$\frac{3}{4}$	$\frac{7}{8}$	1	$1\frac{1}{8}$	$1\frac{1}{4}$	$1\frac{3}{8}$	$1\frac{1}{2}$
Price .....	.40	.50	.55	.60	.65	.70	.80	.90	1.00	1.10
NUMBER	11	12	13	14	15	16	17	18	19	20
Size	$1\frac{3}{4}$	2	$2\frac{1}{4}$	$2\frac{1}{2}$	$2\frac{3}{4}$	3	$3\frac{1}{2}$	4	$4\frac{1}{2}$	5
Price	1.20	1.40	1.60	1.80	2.00	2.20	2.60	3.30	4.60	6.00

Standard Stock Carried
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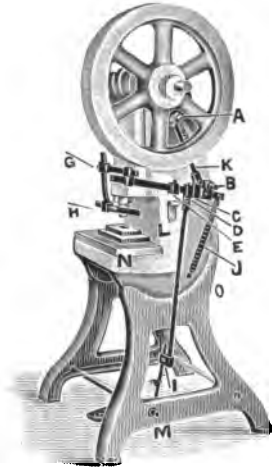


Fig. 3

The West Steel Casting Company
Small Steel Castings CLEVELAND, OHIO

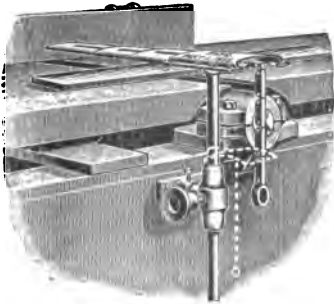
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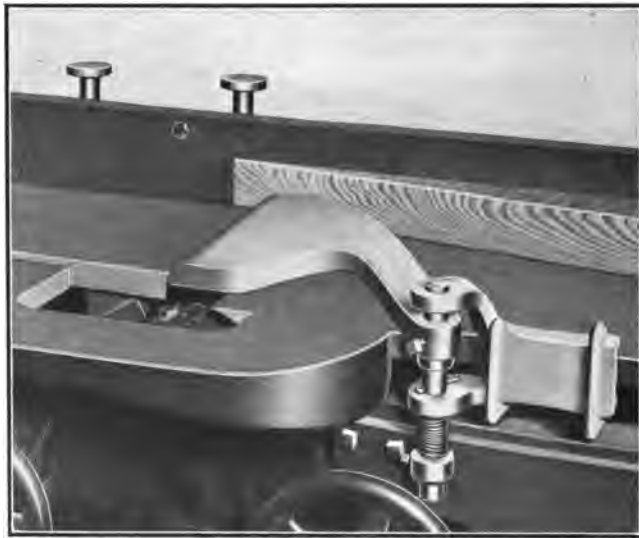
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recommendation of this device, on account of the
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We build the largest number of safety devices for application to laundry machinery of any company. Each device is simple, thoroughly practical and efficient.

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and at the same time does better, smoother work.



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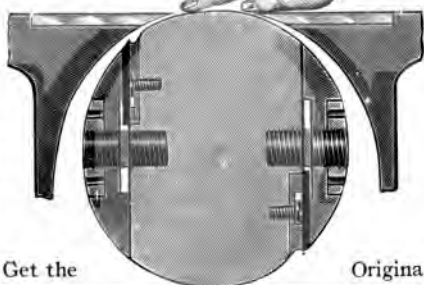
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TO FIT ALL
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All of our machines are equipped with the latest and best safety devices. Investigate; write us; get Catalog S. C.

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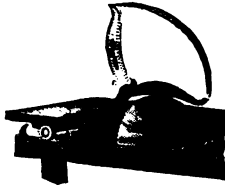
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In doing so, you protect your own pocket-book. Here are the appliances that protect



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Can be attached above any machine. Raised and lowered easily with balanced weight. For saws up to 20-inch diameter. Price, \$11.50 each.



RELIABLE SAW GUARD

Acts as spreader also. Flybacks are impossible.

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Let us tell you more about these protectors that protect.

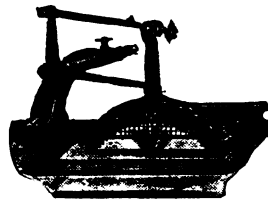


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We are also manufacturers of Shaper, Jointer and Punch Press Guards.
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